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PERCEPTIONS OF UNITED STATES COAST GUARD
WOMEN CONCERNING THEIR INTEGRATION
INTO ACTIVE SERVICE

Terry William Sinclair

NAVAL POSTGRADUATE SCHOOL

Monterey, California



THESIS

PERCEPTIONS OF UNITED STATES COAST GUARD
WOMEN CONCERNING THEIR INTEGRATION
INTO ACTIVE SERVICE

by

Terry William Sinclair

December 1977

Thesis Advisor:

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Perceptions of United States Coast Guard
Women Concerning Their Integration
Into Active Service

by

Terry William Sinclair
Lieutenant Commander, United States Coast Guard
B.S., United States Coast Guard Academy, 1967

Submitted in partial fulfillment of the
requirements for the degree of

MASTER OF SCIENCE IN MANAGEMENT

from the
NAVAL POSTGRADUATE SCHOOL
December 1977

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ABSTRACT

This thesis is a report on current perceptions of problems of women integrating into the ranks of the U. S. Coast Guard as seen by those women and their male co-workers. A questionnaire was developed to survey all Coast Guard women for their opinions. An equal size sample of opinions of Coast Guard men was drawn for comparative purposes. The results of these surveys are presented as statistical information and quotations of opinions of the respondees. The information presented may be of use to managerial and supervisory personnel at all levels of the Coast Guard.

TABLE OF CONTENTS

I.	INTRODUCTION - - - - -	7
II.	METHODOLOGY OF THE STUDY - - - - -	13
	A. PROCEDURE - - - - -	13
	B. THE QUESTIONNAIRE - - - - -	14
III.	RESULTS OF THE SURVEY - - - - -	17
	A. SAMPLE PROFILE - - - - -	17
	B. PERFORMANCE ABILITIES - - - - -	18
	C. WOMEN'S ACCEPTANCE - - - - -	18
	D. SERVICE OPPORTUNITIES - - - - -	20
	E. CAREER TREATMENT - - - - -	22
	F. WORK ASSIGNMENTS - - - - -	23
	G. INTER-RANK RELATIONSHIPS - - - - -	24
	H. UNIFORMS AND EXCHANGE ITEMS - - - - -	27
	I. LIVING FACILITIES - - - - -	30
	J. ROLES FOR WOMEN - - - - -	34
	K. MATERNITY LEAVE - - - - -	37
	L. DISCIPLINE - - - - -	40
	M. DISTRACTION FACTORS - - - - -	45
	N. SOCIAL LIFE - - - - -	47
	O. REASONS FOR ENTRY INTO COAST GUARD - - - - -	50
	P. WIVES OF SERVICEMEN - - - - -	53
	Q. PRIORITIES FOR HEADQUARTERS - - - - -	54
	R. LOCAL UNIT PROBLEM AREAS - - - - -	57

IV.	COMPARISON OF MALE OPINIONS - - - - -	59
A.	SAMPLE PROFILE - - - - -	59
B.	PERFORMANCE ABILITIES - - - - -	60
C.	WOMEN'S ACCEPTANCE - - - - -	61
D.	SERVICE OPPORTUNITIES - - - - -	61
E.	WORK ASSIGNMENTS - - - - -	62
F.	INTER-RANK RELATIONSHIPS - - - - -	62
G.	UNIFORMS - - - - -	63
H.	LIVING FACILITIES - - - - -	64
I.	DISCIPLINE - - - - -	65
J.	DISTRACTION FACTORS - - - - -	66
K.	WIVES OF SERVICEMEN - - - - -	67
L.	PRIORITIES AND PROBLEM RANKINGS - - - - -	68
V.	CONCLUSIONS - - - - -	70
A.	PROBLEMS FOR HEADQUARTERS ATTENTION - - - - -	70
B.	PROBLEMS FOR LOCAL UNIT SUPERVISOR'S ATTENTION - - - - -	73
C.	FURTHER STUDY - - - - -	75
D.	STUDIES AND RECOMMENDED GENERAL READING - - - - -	77
	APPENDIX A: Abbreviations, Acronyms, and Other Terms Used - - -	79
	APPENDIX B: Questionnaire Sent to All Coast Guard Women - - - -	81
	APPENDIX C: Questionnaire Sent to Sample of Coast Guard Men - -	91
	LIST OF REFERENCES - - - - -	99
	INITIAL DISTRIBUTION LIST - - - - -	101

I. INTRODUCTION

Since 1973, women have been integrating into nearly every mission area and duty role in the US Coast Guard. Problems have surfaced and many have been resolved, some buried, and some ignored. It is important to take a candid look at these problems, be they real or imagined, as the present women in the Coast Guard perceive them.

In the past few years, the military services have come to realize that women represent an underutilized, and often quite talented and eager, human resource. No small credit for this recognition must be given to the equal rights movement that has had an impact on most institutions of our American society. In response to the need for high caliber volunteer manpower and external societal pressures. Congressional legislation in 1973 abolished the Women's Reserve and women were permitted to be commissioned and enlisted in the regular Coast Guard (Hoke, 1976),

There had been some women in the Coast Guard prior to 1973, but nearly all were in a reserve status. A reserve corps of women, called SPARS (for: "Semper Paratus, Always Ready") existed during World War II, but the Coast Guard was omitted by The Women's Armed Services Integration Act of 1948 which provided for both regular and reserve status for women in the other Armed Forces.

Congress had terminated the Coast Guard's emergency war-time legislation in 1947 and the SPARS had been demobilized (Hoke, 1976). In 1949 legislation re-established the Women's Reserve and, according to the Coast Guard's First Warrant Officer Elizabeth Splain (ret), in

1952 some former SPARS were reactivated. (An interesting note from the Naval Personnel Research and Development Center (NPRDC) Technical Note 76-7, "...SPAR officers were trained at the Coast Guard Academy in New London, Connecticut. This represents the first and, to date (May 1976), the only time women have attended an American military academy..." (Thomas, 1976). Regular recruiting and enlistment of women began in December of 1973 (Rettenmaier, 1977).

The past four years has provided ample time for the novelty of women working in a previously all-male occupation to wear off, and true problem areas to emerge. With the announcement of the assignment of women to sea duty and isolated stations, it is timely to survey the perceptions of the problem areas as seen by those service personnel involved.

At the end of fiscal year 1977, there were 5,989 officers and warrant officers, 63 (or 1%) of which were women, and 31,297 enlisted including 584 (or 1.9%) women. Roughly 45% of the enlisted as in the so-called "traditional" ratings of yeoman (YN), corpsman (HM), dental technician (DT), and storekeeper (SK).¹ Another one-third are as yet unrated, leaving about 20% of the enlisted women in the Coast Guard scattered through the remaining ratings. As there were effectively no regular women officers on active duty until 1973, all can be considered as entering "non-traditional" roles (Rettenmaier, 1977).

According to information from the Coast Guard Academy's Public Information Office, in late 1974 plans were being made to quietly

¹See Appendix A for listing of all ratings and abbreviations used in this paper.

integrate the Coast Guard Academy (CGA) with women beginning with the Class of 1980. In August 1975, Coast Guard Commandant Admiral Owen W. Siler announced that beginning in July 1976 women would be admitted into CGA with completely equal status (Wells, 1977). The Stratton Bill (October 8, 1975) required the three major academies to do likewise and, after brief appeals, the major academies flooded the media with word of their efforts and CGA's head start went unheralded. CGA's Cadet Administration Office has indicated that CGA's retention rate of women cadets was 66% after their first year (the same rate as for males, and the same approximate rate as for women at West Point (USMC) and Annapolis (USNA)). The Class of 1981 included 44 additional female cadets and the current total is 61. (The Navy Personnel Research and Development Center (NPRDC)'s Dr. Pat Thomas advises that NPRDC is currently trying to evaluate the effects of the apparently excessive publicity imposed on the female midshipmen of USNA.)

Coast Guard Headquarters Aviation Officer Personnel Office, in a telephone interview, stated that in January 1976 the first Coast Guard women officer began flight training at Naval Air Station Pensacola and by May 1977 two had received their wings. These women now stand normal operational duty at Search and Rescue (SAR) Air Stations with their male counterparts. Although there have been many applicants, no other women have passed the flight physical, leaving the Coast Guard with only two women aviators and none presently in training. Physical size and eyesight are the two most common reasons for failure. The vision requirement also eliminates many male applicants. Aircraft cockpit sizes are designed for average size man and cockpit size restricts adjustable seats to limits excluding very large or very small persons.

As the first modern women officers have advanced to the ranks of Lieutenant (LT) and Lieutenant junior grade (LTJG), some have moved into operational shore station leadership positions as executive officers of Group offices and boat stations of over 150 men and women. One has been assigned to the CGA teaching staff.

In May 1977, the Coast Guard announced a program of assigning women to ten LORAN (long range radio aids to navigation) stations overseas including Upolu Point Hawaii, Kauai, Adak Alaska, Kodiak Alaska, Saipan, St. Paul Bermuda, and Spruce Cape, Narrow Cape and Tok, Alaska. Boatswainsmate (BM), storekeeper (SK) and electronics technician (ET) ratings are being assigned (COMDT COGARD msg 252357 May 77).

Simultaneously, the Coast Guard announced that assignments of ten enlisted women and two women officers would be made to each of two high-endurance cutters (HEC's), one stationed on each coast. Ratings included HM, YN, SK, BM, Radioman (RM) and seaman (SN). Officers were to include an Ensign (ENS) and LTJG on each. All assignments were to be fully integrated into the ships regular crew (CMDT NOTE 1306 1977). During the summer of 1977, one of the cutters had gained experience with women aboard when used as an Academy training ship for the female Cadets (Synder, 1977).

Section 6015 of Title 10 of the US Code has been interpreted to prohibit assignment of women to duty on Navy vessels other than hospital ships or transports. This does not provide a prohibition of assignment of women to Coast Guard vessels. However, interpretation presently stands that women crewmen cannot participate in Naval exercises or refresher training because for these brief periods the ship is considered a "Navy vessel". Until the Coast Guard can change the requirement to

remove female crew for these activities, there will be dissatisfaction of both male and female shipmates.

If the proposed Equal Rights Amendment (ERA) to the US Constitution is passed into law, restrictions or exemptions of women from various types of duty would be left to statutory law, and to interpretations by the courts of the many issues that will surface. The Senate Judiciary Committee has pointed out that equality does not mean sameness.

"The legal principle underlying the Equal Rights Amendment is that the law must deal with the individual attributes of the particular person and not with stereotypes of over-classification based on sex...(ERA) does not require that women must be treated in all respects the same as men... childbearing could only apply to women" (Commanders Digest, 1975).

The proposed Equal Rights Amendment reads:

"Section 1. Equality of rights under the law shall not be denied or abridged by the United States or by any State on account of sex.

"Section 2. The Congress shall have the power to enforce, by appropriate legislation, the provisions of this article.

"Section 3. The amendment shall take effect two years after the dated ratification" (Commanders Digest, 1975).

Even without the ERA amendment, Coast Guard Headquarters legal section can find no legal restrictions against women entering any job field, except those covered by Section 6015 of 10 USC previously mentioned. Coast Guard units are part of the Armed Forces, but not part of the Department of Defense, and therefore considered "combat units" only in special circumstances. With this in mind, and the increasing need for enlistment of intelligent, trainable, and dependable people, the Coast Guard has embarked on a program of opening all job assignments and ratings to women in addition to men. Only the ratings of Gunners-mate (GM), Firecontrol Technician (FT), and Sonar Technician (ST)

(all warfare type rates) still remain restricted (Ruttenmaier, 1977). Due to the Coast Guard's small size and Headquarters' inability to work simultaneously on problems arising from integrating all job assignments themselves, truly open assignment of women to all billets has not yet begun. Nearly all shore job functions are considered integrated, and once the shipboard integration program is well underway and major problem areas addressed, it should not be long before women can expect assignment to any billet open for their rating.

Women enlistees after July 1977 no longer are exempt from sea duty and enlist with this knowledge in mind. As earlier enlistees re-enlist, they too will become eligible for sea duty.

It is the purpose of this thesis to determine what current perceptions of problem areas women see in their integration into the service. It is felt that, if problems are perceived by the women, it does not matter whether the problems are real or imagined. They must be in some way addressed at the appropriate management levels to alleviate whatever by-products these perceived problems may be generating.

Additionally, through distribution of this report, and extracts from the same, it is hoped that Coast Guard Headquarters may find new (or re-enforcement for current) information to use to determine personnel resource allocation and policy direction. This information may also be useful for unit commanders and other management level personnel to gain an insight to and awareness of the overall situation of women in the Coast Guard and to determine if problems may apply to them locally.

II. METHODOLOGY OF THE STUDY

A. PROCEDURE

A survey was conducted by means of a questionnaire sent to all (575) women in the Coast Guard as of May 1977 when a computer-generated mail-sticker listing was provided by Coast Guard Headquarters. The data gathered was analyzed to determine who had the perceptions reported. (Overall frequency of a complaint or observation may or may not be meaningful depending on the question and/or who provided the answer.) Responses were numerically coded and card punched for computer assimilation and processing. The Statistical Package for the Social Sciences (SPSS) computer package and Naval Postgraduate School IBM-360 computer system were used to compile the input data cards and provide frequencies of responses, statistical information, graphical representations, cross-tabulations between desired criteria and scattergram presentation of the cross-tabulations.

The essay questions were coded by first reading a sample of 50 responses to determine the types of responses for each question. These were used to develop a code, and this coding scale was then applied to all questionnaires. Some interpretation was necessary in evaluation of the responses to fit them to the scale. This interpretation was made with the entire content of the questionnaire in mind to determine the overall feelings of the respondent. If no response seemed to accurately fit, the response was coded "no response" and notes were taken for possible quote. All significant amplifying comments were extracted for use in the thesis body to support data presented.

A nearly identical questionnaire was sent to a like number of male Coast Guardsmen. The essay questions were the only modification to the questionnaire sent to women; the men's questionnaire did not inquire into areas particular only to the women's perceptions. These questionnaires were sent to the Commanding Officers of all units in the 12th Coast Guard District, with a cover letter from the District Chief of Staff. The Commanding Officers were asked to distribute the survey randomly amongst the crew and officers. As the 12th Coast Guard District has no isolated duty stations, questionnaires were also sent to four isolated duty stations in the Pacific area.

Both the questionnaires mailed individually to the women, and those sent out in bulk to the men, included a return envelope so that responses could remain candid and anonymous.

Cadets at the Coast Guard Academy were not included in this survey because they were considered to not yet be in the "real" Coast Guard, and it was felt that to impose upon them another distraction from their busy academic and training schedule would only contribute to their harassment.

B. THE QUESTIONNAIRE

The questionnaire sought to find out the perceptions of the respondent rather than what they thought everyone else considered to be problems. Emphasis was made in the request for respondents to "indicate how big a problem you think things are,...rank order problem areas as you see them...to speak your mind." The questionnaires sent to the women and men are exhibited in Appendixes B and C respectively.

The "problems" mentioned on the questionnaire were generated from telephone discussions with women Coast Guard Officers at operational

units, the Academy, Headquarters, and District Offices. Research personnel at Coast Guard Headquarters psychological research branch, and NPRDC San Diego provided some ideas and input. Review of recent NPRDC technical reports on women in the Navy and women in the Services, as well as newspaper and magazine articles also provided some subject areas.

Lastly, personal experience of the author, and speculation by the author, provided the remaining problem areas to be included. The responses indicated some problems that women did not consider problems at all, and suggested some problems that had been omitted.

There was a lack of direct involvement with enlisted women in determining problems to mention in the questionnaire. It was felt that their input was largely received through the NPRDC technical reports. Virtually all USN research has conceived itself solely with enlisted women. Women officers were considered as either "piggy-back" on the enlisted women's problems or that their problems were less significant.

The Background Section of the questionnaire was used to determine where the problem areas exist by seeing who or what rating gives the response. For example, work assignments might be seen as fair by most women, but women ET's might feel the assignments are extremely unfair.

This section was also used to determine the validity or credibility of some responses. For example, if 80% of the responses said a situation is no problem, it may be shrugged off as no problem. But by cross-tabulating it against operational experience or ranks, it might be found to be no problem to office workers or commissioned officers but might be a significant problem to operational field units or petty officers.

Part I of the questionnaire required a scaling of problem areas to see at what level women felt the problems mentioned should be dealt with,

if at all. It also provided a cross-reference for evaluation of the essay questions. The questions were designed to cover the areas of: women's ability to perform in all roles of Coast Guard work; acceptance of women by co-workers, subordinates and the public; opportunities for advancement and command; familiarity between sexes; facilities on ships, boats and aircraft; and morale factors including quartering, uniforms, social life, and grooming standards.

Part II was a rank ordering of problems. The intent is to provide data for Headquarters and management personnel in determining the relative importance of various problems. With this knowledge, hopefully resource and research efforts may be better allocated.

The first section of Part II addressed servicewide problems for Headquarters resolution. The second sections were intended to be primarily, but not solely, problems for resolution at local units. The other rates filled by women at the respondents unit was asked with the feeling that it would have a usable bearing on evaluation of the answers in both this section and the essay questions. Unfortunately, not enough people answered this question so correlation of this data was less meaningful and, when available, it was relegated to a minor subjective input.

Part III contained open ended essay questions. By not having simple yes/no answers available, it was hoped the responses would be in more depth than expressed in a numerical answer. It succeeded in its intention by drawing out specific examples and amplifications of responses thereby providing a more subjective basis for understanding and evaluating the objective responses of the earlier sections of the questionnaire. And, most importantly, it provided an opportunity for the respondents to define the "real" problems vice the suggested problems provided.

III. RESULTS OF THE SURVEY

A. SAMPLE PROFILE

Of the 575 questionnaires sent to women, 191 were returned and used for this report.² Enlisted responses came from E-2 through E-7 and officer responses from Ensigns (ENS) through Lieutenant (LT). Eleven ratings were represented. Only one woman was over 30 years of age and two-thirds of the respondees were unmarried or divorced. All but one respondee graduated from high school and one-fifth of these indicated from one to three years of college education. Nearly 30% of the college graduates indicated schooling ranging up to 24 years for one woman. Nearly all women entered via direct enlistment or Officer Candidate School (OCS), and most for a period of four years. Ninety-eight percent of the respondees have four or less years of service; 92% are in their first enlistment. Over half do not intend to extend past their current obligation, 14% are unsure and 19% indicate plans to extend indefinitely. Few women are supervisors; 85% supervise no other women and less than 5 men. Forty-one percent of the respondees were office workers in a District Office, at Headquarters in Washington DC, or in Marine Safety Offices. Forty-five percent were from operational shore units, which included some Marine Safety Offices, 6% were from Air Stations and the remainder were at Training Units.

²Fifty questionnaires were returned undelivered due to incorrect address; 25 were recruits at the Recruit Training Center Cape May; 6 were non-rated women from Training Center Petaluma; 10 were non-rated women from various units; and only 9 were petty officers that could not be located. This yields an adjusted return rate of 36%.

There was only one chief petty officer (CPO) respondent. Her answers and opinions were considered with the petty officers for statistical purposes. Ensigns and LTJG's were grouped as junior officers. The four LT respondents were assigned three in offices and one at an operational unit. They tended to split their answers to all questions and often cancel each others opinions.

B. PERFORMANCE ABILITIES

Most women felt that women's ability to perform in all roles of Coast Guard work is a self-resolving problem or no problem at all; however, 20% said it was a very important problem requiring Headquarters attention. Their ability was considered less of a problem by petty officers in offices and shore stations, but considered more important by those at Air Stations. Officers generally agreed it is not a major problem. Only five officers felt Headquarters need get involved.

C. WOMEN'S ACCEPTANCE

Acceptance of non-rated enlisted women as working equals by co-workers is not considered a problem at Air Stations or training commands. Petty officers consider it minor to none. Non-rated women at other operational units, however, were less emphatic and one-third felt the need for Headquarters involvement. Twelve percent of their petty officers agreed. Seamen in office jobs were fairly evenly undecided as to the degree of the problem. Junior officers felt strongly that it is a self-resolving situation.

When asked about resentment by male co-workers, half of the non-rated women said it was a minor problem or less. Sixty-three percent of the petty officers and 73% of the commissioned officers agreed.

One-fifth of each rank or rate grouping desired commanding officer (CO) involvement in overcoming the resentment problem. Women perceive this resentment as often misdirected toward them rather than "the system". The chief cause indicated was that the woman was filling a shore billet causing a male to double rotate to sea. Others felt the problem was caused primarily by the officers, and to a lesser extent the chief petty officers, failing to treat the women by rate rather than by sex. Women were given less harsh discipline, called by their first names, given easier duty, and treated like sisters or daughters.

Subordinate's acceptance of women as their supervisors or leaders is presently perceived as a predominately minor problem that will resolve itself with time. Amongst office workers, half of the seamen and three-fourths of the petty officers rated it as self-resolving. At operational shore units, where greater direct supervision and leadership takes place, 80% of the petty officers rated the problem as minor. Indications were that training units had more of a problem than elsewhere. It was rare for anyone to consider the problem as nonexistent. Officers followed a similar trend in their opinions.

Although the operational petty officers mentioned above would indicate differently, with only 15% of the tiny population of women in the Coast Guard supervising anyone, it may very well be that this problem has yet to surface.

Considering all the women as a group, 63% said they "get along fine". Ten percent said they thought men felt the women received better treatment than the men. Over a quarter of the women indicated the men felt women should not be in the Coast Guard. Examples of views on the subordinates' acceptance of women leaders include:

a headquarters junior officer:

"I learned the hard way to start out very low key. If I am perceived as a threat, there is a disproportionate reaction."

a lawyer:

"I get along okay in the office; the problem is when discussing legal issues with operational people."

an ensign:

"Irrelevant! I'm their boss, not their friend."

The public's acceptance of women in positions where they have normally dealt with men was considered least important of the acceptance problems. Eighty-nine percent said that situation need not be addressed or could use some minor involvement and support of the commanding officer. No comments were made about dealing with the boating public, but some references were made to the not altogether pleased attitudes of commercial fishermen.

a boat station second class petty officer:

"...fishermen are very close-minded; pleasure boaters are tolerant and marina owners nice. The Northeast is happy about women's rights; the South is all extremes."

a radioman second class at her second large communications station:

"The West is more open and accepting. Hawaii is in the stone age when it comes to recognizing women."

D. SERVICE OPPORTUNITIES

The large majority (over 79%) of the women felt their *advancement opportunities were little or no problem* (Figure 1). It was widely acknowledged amongst the enlisted personnel that the service-wide examination system makes no sexual discrimination, and that technical skills were available for those who wished to work for them. Only in ratings that were predominately shipboard or weapons systems oriented did the women consider themselves at a disadvantage. But in such "nautical" ratings as boatswains mate or seaman, the women felt they could compete fairly with men, as many men were at the same no-seatime

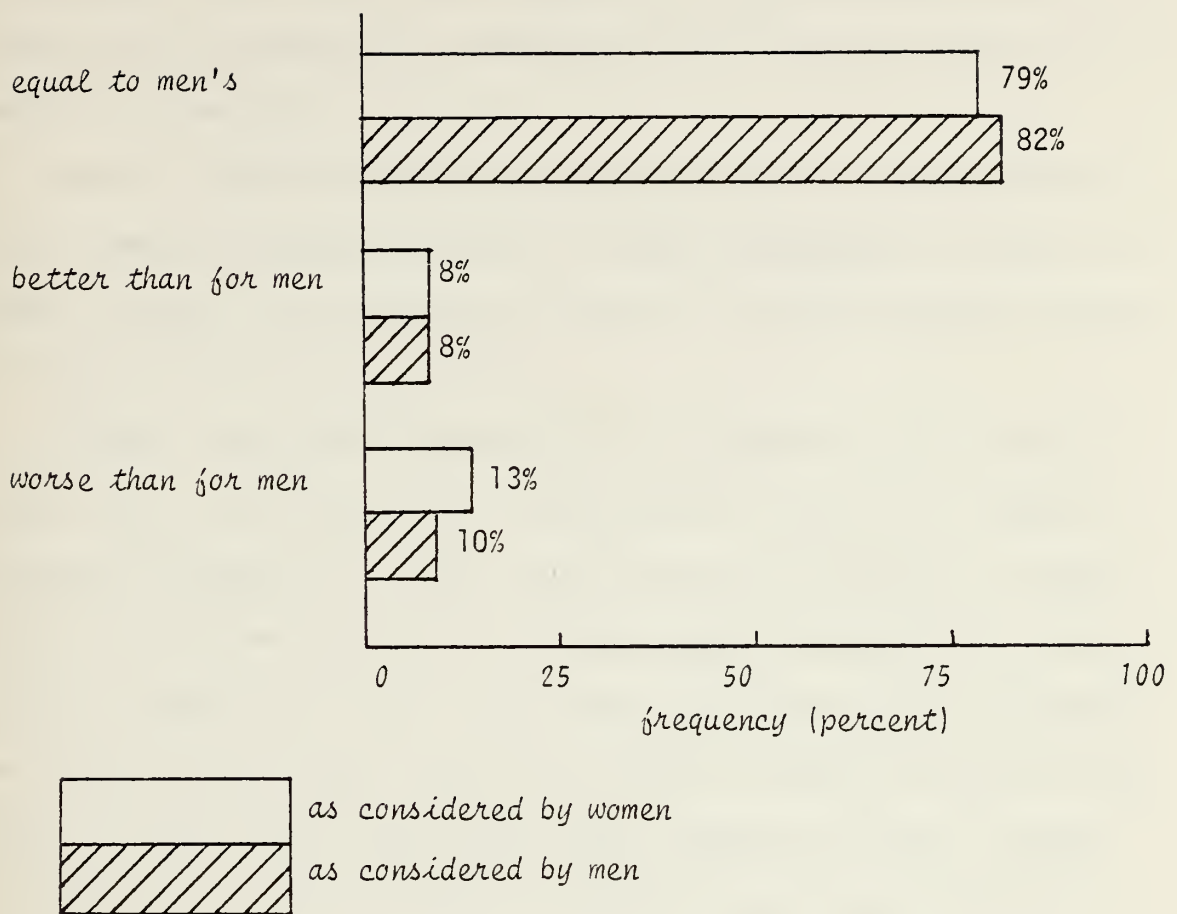


Figure 1: Perceptions of Women's Advancement Opportunities

disadvantage as they. However, for continued advancement in shipboard ratings, they felt academic study alone could not prepare them enough to successfully compete, and shipboard experience was necessary. Many commented that making sea duty available diminished what little problem remained.

There were 5% of the operational unit petty officers who felt headquarters should become involved with the problem; however review of each of their questionnaires revealed local problems with their commanding officer or a supervisor whom they perceived as intentionally

underrating them to harm their advancement opportunities. One woman acknowledged "...but then I don't deserve it..." but another stated "...the CO told me no women will advance at his unit, and all three of us were not recommended...".

Overall, there were 8% who felt they were better off than the men. Their comments suggested the desire of higher management to insure the women succeeded, and the possible leniency of evaluators due to a paternalistic attitude toward the women.

Thirteen percent felt they were worse off than the men. This included nearly 30% of the junior officers and all four LT's. They all considered themselves in "rates" that required sea duty for a "normal" career pattern, and, that even with the shipboard integration program, they have passed or will soon reach career time-frames without adequate sea time to insure career opportunities equal to those of male officers. Similarly, the women officers rates their opportunities for a command or officer-in-charge position a more serious problem than did junior enlisted women.

E. CAREER TREATMENT

When asked if their supervisors treat them as career oriented or temporary help, two-thirds of the women indicated they were treated as career personnel even though they did not intend to continue service past their current obligation. They had been given this impression by encouragement to complete advancement correspondence courses, and to apply for schools and other training. An ensign at a Marine Safety Office (MSO) felt encouraged to become a career officer because her commanding officer included her in discussions for important decisions.

One-fourth of the women said they were treated as temporary help although they were career oriented. A few said this treatment, normally lead by the commanding officer's displeasure with having women in his organization, caused bitter feelings and would result in the "hard" women sticking it out, and many others giving up and not re-enlisting or extending their commissioned contracts.

F. WORK ASSIGNMENTS

Two-thirds of the women feel they receive fair treatment in work assignments as compared to men in the same billet level. Nine percent said they receive better treatment with less demanding jobs and selection for occasional special details, allegedly so the supervisors can show everyone else their "token" female Coast Guardsman. Some of these women indicate they enjoy and take full advantage of the special treatment they receive, but most did not like it as it caused resentment from their male co-workers. An example of this tension is seen in the remark of:

a band member:

"The workload is slightly unfair (loading details, etc.)
and impractical formal uniforms (tight, long skirts)
prevent the girls from doing our fair share."

Six percent of the respondees said they must prove themselves more than did their male contemporaries. This problem was most often perceived by officers and enlisted women entering "non-traditional" rates.

an ensign:

"Male seniors give me more work to make sure that they
aren't treating women special."

Another 18% *indicated worse treatment in work assignments than males*, and their examples centered around prejudicial supervisors or commanding officers who felt women did not belong in the Coast Guard, a particular rating, or at a particular duty assignment.

an officer:

"It seems like a disproportionate number of billets filled by women are in district offices - even as a percentage of OCS grads."

an officer:

"In two years I'm the only attorney in the office who hasn't been offered a trip."

a senior petty officer on two years extended active duty from the reserves:

"I'm single with two kids to support and cannot get regular active duty. A single man in similar circumstances had no problem."

an ET:

"My shop chief doesn't like the idea of women in the ET rate and has told me so behind closed doors. I have been threatened and lies have been passed up to those in authority. My supervisors have tried to get rid of me by transfer under false pretenses. On several occasions I was given all of the work in the shop to do, and the chief then granted liberty to everyone with nothing to do. One day I was sent out alone in -10⁰F weather on a repair trip to a station 200 miles away for a job that would take several hours of overtime to complete. Two men are nearly always sent even in good weather. The work was heavy and outside. The return drive took 4½ hours due to heavy snow. I returned to find out liberty for the shop had been granted after I left, and I had the duty the next morning. After over a year of this harassment (I was the only woman at the station) my discrimination complaints had met only indifference and no investigations other than asking my chief questions he could lie to. I finally sought medical attention for jangled nerves and only then was my problem taken seriously by officers."

Seamen rated the problem of fair assignments fairly evenly as a medium to high priority (2nd, 3rd, 4th or 5th) out of ten problems suggested for ranking as problems existing at their present duty station. The priority diminished as rank increased - petty officers rated it medium; junior officers medium to low; and LT's generally as low priority.

G. INTER-RANK RELATIONSHIPS

When asked what kind of treatment is received from male and female officers, nearly a third of the women said they had not had contact

with women officers in the Coast Guard. A quarter of these, or nearly 8% overall, said they received poorer treatment from male officers. But 24% of all women who did have contact with women officers stated they received better treatment from male officers. As a statistic, the fact would seem to be predictable that males will give women better (protective?/lenient?/brotherly?) treatment than would other females. The amplifying comments did not offer the expected reasons:

a petty officer:

"The two women officers we have are opposites. One is stripe struck - the older is outgoing and pleasant to everyone, competent, and in-charge."

a petty officer:

"The female officers think they are much better than the enlisted. Male officers simply act as if they are the leaders more than boss and they apply this to all enlisted, not just women."

a seaman:

"Every female officer I have met has treated me like a piece of XXXX. They think they are very superior."

a YN3:

"Women tend to be distant."

a YN2:

"Female officers have always been nit-picky, back-stabbing bitches!! Even to each other."

YN from Headquarters:

"Male officers treat females nicer than they do the men... female officers tend to be offensive (haughty)."

a seaman:

"Male officers - some try things and resent the turn down but others are OK. Female officers - most treat you fairly but think they are the greatest. This will hurt women being accepted."

a YN3:

"Female officers tend to be defensive and hyper about their position."

a petty officer:

"Women officers resent another female's presence and usually life is miserable."

a YN3:

"Female officers are the worst Coast Guardsmen of any kind. They're too anxious to prove themselves above it all."

an air station enlisted:

"Female officers have attitude problem - 'I've made it, so I'm better!'"

a petty officer from headquarters, a district, and an operational unit:

"Most I've seen are afraid of playing favorites so they go to the other extreme."

a petty officer:

"I've only met one worth the rank she held - therefore I respected her."

a petty officer:

"I get called by my first name by both men and women officers. I don't like that because they don't call the other enlisted in the office by their first name."

a headquarters YN:

"I have only been around one female officer so far, and all she ever did was go around picking on females for one reason or the other trying to make points with her superior."

a BM3:

"I wish they (women officers) had the power to give more support for women than they can now. They can't answer a lot of my questions - I guess I expected more from them."

Two YN2's from different type units saw things differently:

"Female officers have been 'motherly' mostly because CO's have promoted that type of relationship."

- "Female officers are often pushed into a mothering role ('keep your girls in line') and this causes resentment among enlisted women who take the 'I'm not a child' stand. Also I consider it disrespectful for male officers if they don't care enough to do their job without going through our 'mother'."

Women officers saw the situation quite differently:

a LT:

"Women are notably, and without exception, friendlier - we're all in this together."

an ENS:

"Female officers are secretive, close, understanding..."

a LTJG:

"Female officers give a more careful initial scrutiny."

an officer at headquarters:

"...the dividing line is at CDR. Above LCDR I'm treated as a sister, daughter, or nuisance."

a LTJG:

"There are no other women officers at my unit but when they are around, we share a close comaraderie because there are so few of us."

an ENS:

"The women officers tend to be a little more friendly and first name basis because there are so few women here and sometimes you need another girl or two to talk to."

from a large Group command:

"The XO is fair and tries hard to have everything equal, but the CO won't even talk to the women he's so against women in the Coast Guard."

an ENS:

"Irrelevant! I'm their boss, not their friend!"

one enlisted women said of both sexes:

"Most officers are snobbish, ego happy fools. Boot ensigns are worse."

one petty officer described her treatment by officers as:

"very good - I handle their pay".

To the questions on familiarity between officers and enlisted, it was considered no problem between female officers and female enlisted. Male officers, however, need greater guidance and involvement by the commanding officers to keep the problem a minor one. First name usage by officers to enlisted women only caused resentment within the enlisted ranks. Women officers claimed there was no problem of familiarity between male enlisted and female officers; the female enlisted were less sure but still rated the problem as minor.

H. UNIFORMS AND EXCHANGE ITEMS

The subject of uniforms proved to be a high priority problem. Of the ten problems offered for ranking in Part IIB of the questionnaire, 34% said getting uniform items was the top priority. Fifty-six percent

included uniforms in the top three priorities and another 39% considered it a medium priority. Sixty-four percent of the respondents felt it was a serious problem that headquarters should be trying to resolve and half of these rated it as very important. Eighty and four-tenths percent mentioned uniforms or uniform items in their response to items needed in the unit exchange (Figure 2). The shortage of women's uniforms has been recognized by Coast Guard headquarters who have indicated "Plenty of uniforms were ordered; however, unexpected demand...has exhausted these stocks..." and phase out dates for the old Navy equivalent uniforms have been extended (Commandant's Bulletin 10/17/77).

On 23 September 1977, Coast Guard headquarters issued a message notice on supplementary clothing monetary allowance to aid in shifting to the new blue uniform required by 1 July 1978. Women were given a smaller allowance as they were only paid for three shirts vice the male's four. Both received allowance for two pair of slacks (CMDT COGARD msg 232008Z SEP 77). The question arose as to why men get more shirts than the women doing the same jobs.

The more senior the respondent, the greater was considered the problem of differences in uniforms, and their storage and cleaning needs, between those required for men and those required for women. Seventeen percent of the women wanted headquarters to address the problem. Seamen and petty officers at operational units found the problem more serious than other enlisteds because they found their required uniforms less practical than the men's particularly as regards footwear. Inability to locate proper working shoes caused the expensive and often unsafe condition of working on the waterfront and boats in heeled dress shoes. One boat station apparently requires safety boots on its crewmen causing

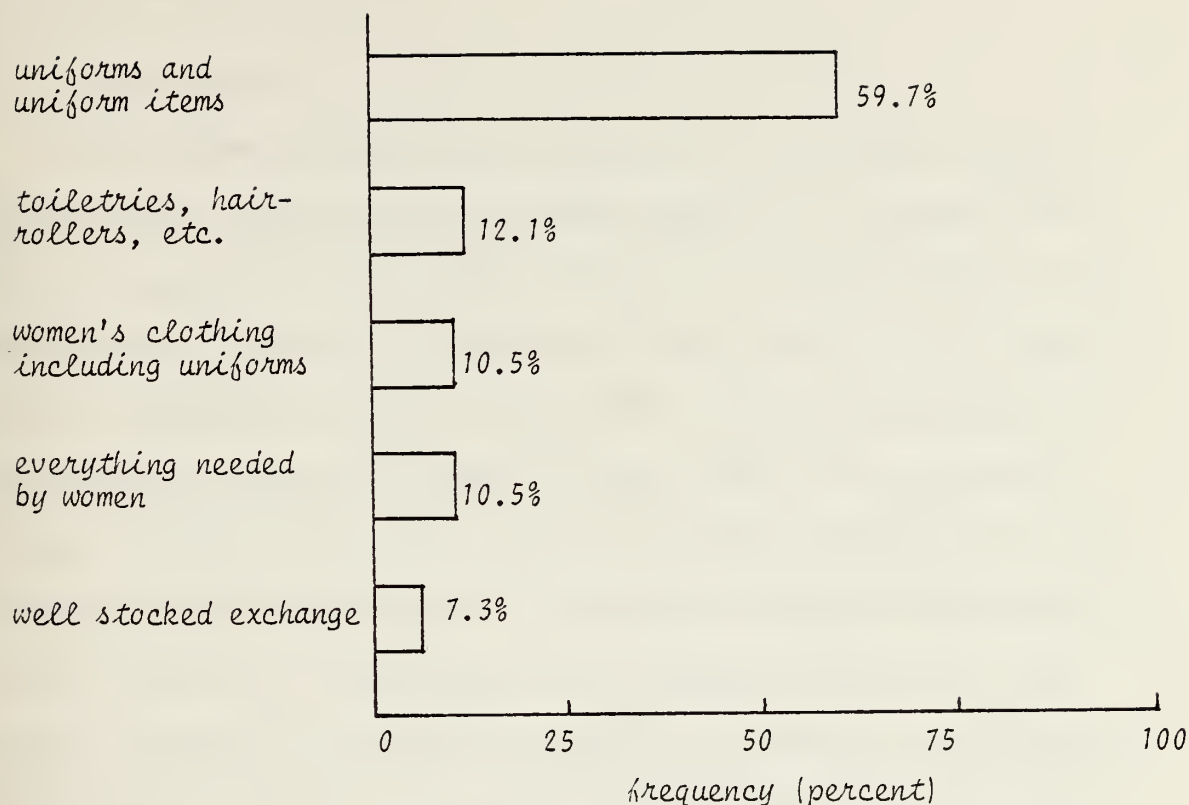


Figure 2. Items Women Feel are Needed in Unit's Exchange Store

the unsafe situation of women wearing ill-fitting shoes on an unstable work platform ("we buy what's available whether it fits or not"). Other boat stations wear tennis shoes or deck shoes on the boats because the public does not want hard sole shoes on their fiberglass boats. Tennis shoes are readily available for women and were seen as no problem.

In addition to uniform items, one fourth of the women mentioned a need for toiletries in their unit exchanges. Many women acknowledged their small population relative to the exchange patronage and agreed many items would be impractical to stock. However efforts had been made in some exchanges but without solicitation of brand preferences or types of items. Ten percent felt their exchange should carry some women's

clothing items but made no effort to do so. Seven percent said their exchange was well stocked.

I. LIVING FACILITIES

The problems of changing existing units to accommodate women as part of their crew compliment ran the range from "no changes needed - this place was built with women in mind" to "recommendations for total rebuilding of the unit". Adaptation of many units can or has been made by unit commanders and costs could be low. The problems seem to be more uniquely enlisted, as women officers rarely rated the problems higher than very minor. Over half the respondees rated the need for changes at their existing units as none (this was before assignment to ships) (Figure 3). Thirty-eight and six-tenths percent said major changes, defined as a minimum of needing to construct a new bathroom facility, were required. Many of the major changes were not just to accommodate women but to also upgrade the living facilities for everyone.

for example:

"The only objection I have at all about anything is the slum hole of a barracks we live in. Most of the enlisted living here feel the same. Other services have it so much better. And you never really get to 'quit' at the end of the day 'cause you still hear everyone around,' the PA system waking you up to say 'TAPS' and other inane announcements, and everybody knows when you flush or anything. If the living conditions aren't improved, I'll never re-up. And several men here feel the same."

Many of the problems could be resolved locally with minor modifications, and many have. Simple changes such as flip-over signs on bathroom doors, door locks, door on shower room and duty officer's bunk room, and rules for using facilities and barracks conduct were often mentioned.

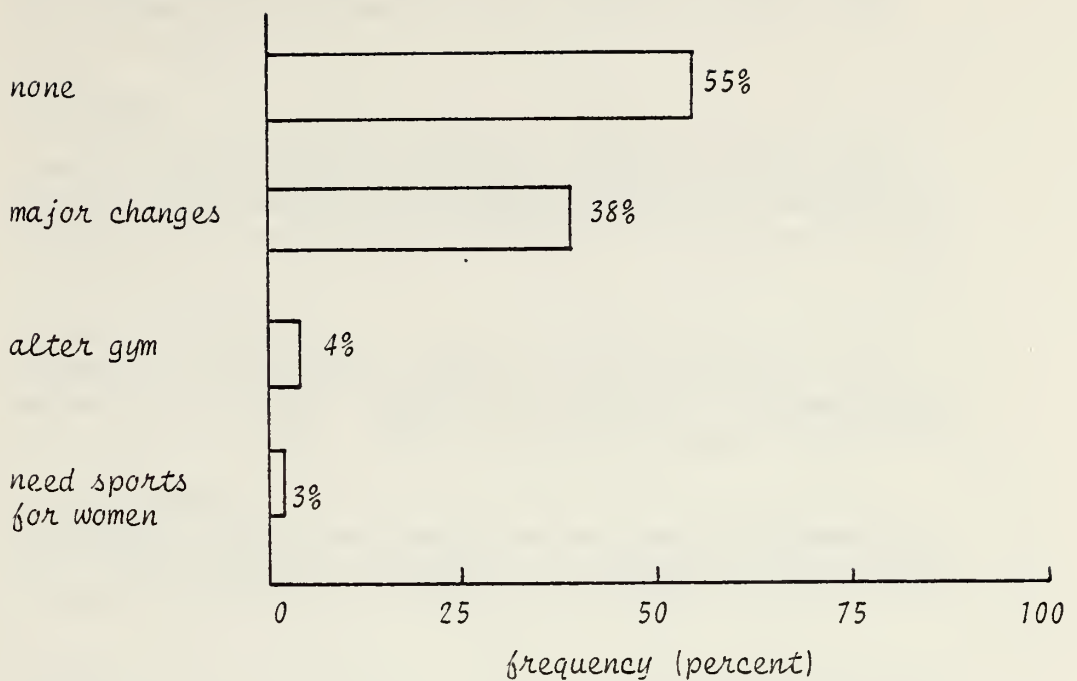


Figure 3. Women's Perceptisns of Changes Needed to Physical Facilities

Compliants about non-compliance or support of commanding officers were also common:

a petty officer:

"It seems difficult for the officers to accept the suggestions of changing the heads to men and women vice officer and enlisted. They seem to care more about their status than the efficiencies of the unacceptable alternative of us going back to the barracks to pee."

an office petty officer:

"All we've asked for is a small locker, even a 1' x 1', to store our hat, purse and other things not wanted at our desks. A 6-pack of 1' x 3' lockers would fit in the head. But the CO doesn't care."

a radioman:

"The base doesn't feel responsible for supplying quarters to women. Base barracks space is for men only. It's a very small town and there really isn't any place to live off base. They shouldn't send single women here."

a petty officer:

"There is an unused room that could easily be made into female berthing but the XO said no but won't say why. I've asked for more females at the base but the XO said he won't ask."

a seaman:

"The CO could have the leaking plumbing fixed and patch the holes in walls and ceiling. Get rid of the cockroaches. Let us paint the place ourselves. These type little things would help morale hold up 'til new barracks is built."

a petty officer:

"Women use the visitor's head at the air station. It makes us feel like a temporary 'visitor'. Why not change the sign to 'women'. Also we need some small lockers."

a band member:

"Superiors have given thought and we have good homebase facilities, but when traveling the women are given either preferential or no consideration at all."

a BM:

"CO would have to treat his crew as adults not children. He has the women living ashore in an area that is unaffordable and without public transportation."

a petty officer:

"The barracks is falling down and the CO won't let us have any toiletries out that won't fit in the cabinet. If women are supposed to get by with shave cream, a razor, and deodorant, there'll be a lot of UGLY women around. What's wrong with a box or cabinet under the sink?"

a petty officer:

"Somebody should have considered the living facilities problem before they sent three of us here. Other bases with suitable or correctable facilities don't have anyone 'cause those CO's didn't want any girls at their commands. My CO believes in us, supports equal opportunity and fights reverse discrimination too, and after several months of trying to get us facilities he's trying to get us all sent to different units. I think he thinks he failed us, but it's the CO's of the commands with facilities that failed us. Those guys should be kicked out on their can for failing to do their appointed duties as an officer and CO."

a petty officer married to another petty officer:

"They've got a deal with us - neither of us brought an unproductive spouse with us and all the additional costs associated with such a transfer. So we shouldn't have to pay \$40 more for a house than an E-4 married to a

civilian has to pay. If I quit, they'd have to send another family to replace me. So why dock us an amount that is petty to the CG but needed by we junior enlisted."

As expected, the issue of having a barracks at all was raised:

a YN1:

"Build small housekeeping units. SA's married rate better quarters than unmarried first-class petty officers."

a seaman:

"Eliminate all barracks! Build apartment buildings and rent the space back at BAQ rates. Take a security deposit and apply it against property damage. Bug out of people's private lives!"

Women had not yet been assigned to ships at the time of this survey, so their perceptions of shipboard facilities problems were speculative. Over half of the non-rated women felt shipboard facilities were a serious problem for headquarters to work on. Office workers of all ranks and rates felt it was more serious a problem than did those women at operational units, who were probably more familiar with vessels than the office workers. Air station women collectively felt it was a much more serious problem than did any other group.

The degree of problem of facilities for women aboard small boats was divided evenly from no problem to very important, and had no trends when analyzed by ranks or operational experience.

Aircraft facilities was a problem evenly split by aviation women as either no problem or a headquarters problem. This may have been related to type of aircraft with which the women were involved, but there was no indication given. A corpsman stated that a curtain had been placed in her unit's helicopters so women can use the relief tube. Although less women offered opinions on this question, of those that did the office workers again considered the problem more serious than those at air stations or operational shore stations.

As headquarters, district offices, and many marine safety offices are located in public buildings, and personnel assigned stand little overnight duty, watchstander berthing was considered little or no problem by seamen and officers at these units. However, a fourth of the petty officers from all types of units indicated that to them the problem was more severe and needed attention of the commanding officers, and 10% felt that only headquarters could fill the need for a more acceptable situation. Non-rated enlisted women at operational units agreed; operational officers continued to consider watchstander berthing no problem. An HM2 offered the suggestion:

"...meeting with CO's to determine what a particular unit's 'female' capability might/should be, rather than trial and error. It is possible to overload a particular base's facilities (in total or by shop) with just a few women. Another base may be completely different. The combined results of these interviews should be used in planning physical changes and personnel assignments."

Although few people mentioned it, (2.8%), *a need exists for providing sports or other athletic opportunities for women.* Acknowledgement was made to recent changes in the gymnasium at headquarters, but another 3.4% requested alterations to the gymnasium at their units also. The feeling was expressed that if the Coast Guard wants physically fit members, the facilities to encourage fitness must be made available. The traditional on-base sports of softball, basketball and sandlot football can, with the command's support, be altered to include volleyball and badminton and with some district and headquarters funding could provide tennis and racquet ball courts as well.

J. ROLES FOR WOMEN

The question was asked if the women though the Coast Guard is moving as fast as it can, considering the bureaucratic system, to open all job

opportunities to women. Sixty-nine percent said the Coast Guard was moving at a good pace, including 10% who said the Coast Guard was doing better than most institutions and agencies.

a YN2 from a boat station:

"I feel the CG is most open-minded about job opportunities and is moving faster than I expected. I feel that both males and females should always keep in mind bodily differences and learn to compromise."

Some 4.5% felt that the opening of some rates and billet assignments was happening too fast for proper control and monitoring of the integration and problems that rise. A fourth of the women felt opportunities were not opening fast enough. There was strong interest indicated in the quartermaster rate, possibly because it is a seagoing "clean" job in a non-traditional rate. Interest was also expressed in recruiter positions.

A YN1 suggested:

"It would be beneficial for headquarters to have a conference with both officer and enlisted that have stayed around awhile. The good first-termers are still getting out, and only with a face-to-face seminar will the staffies really find out why and what women think."

Some 78% of the women responding to the survey felt there were no roles in the Coast Guard that women could not or should not be allowed to fill. Twelve percent of the remainder cited physical strength as the primary reason women should not be allowed in certain jobs or rates; 3% specified engineering rates. Two and a half percent of the women suggested that minimum physical standards be made part of the practical factors for all rates, and that these standards would be set by individual rates and should apply to both sexes. This would screen out those not physically able to handle the strength requirements of a particular rating but would allow in those who are able.

Fifty-nine percent of the women said that all women should go to sea with equal status and opportunities as the men (Figure 4).

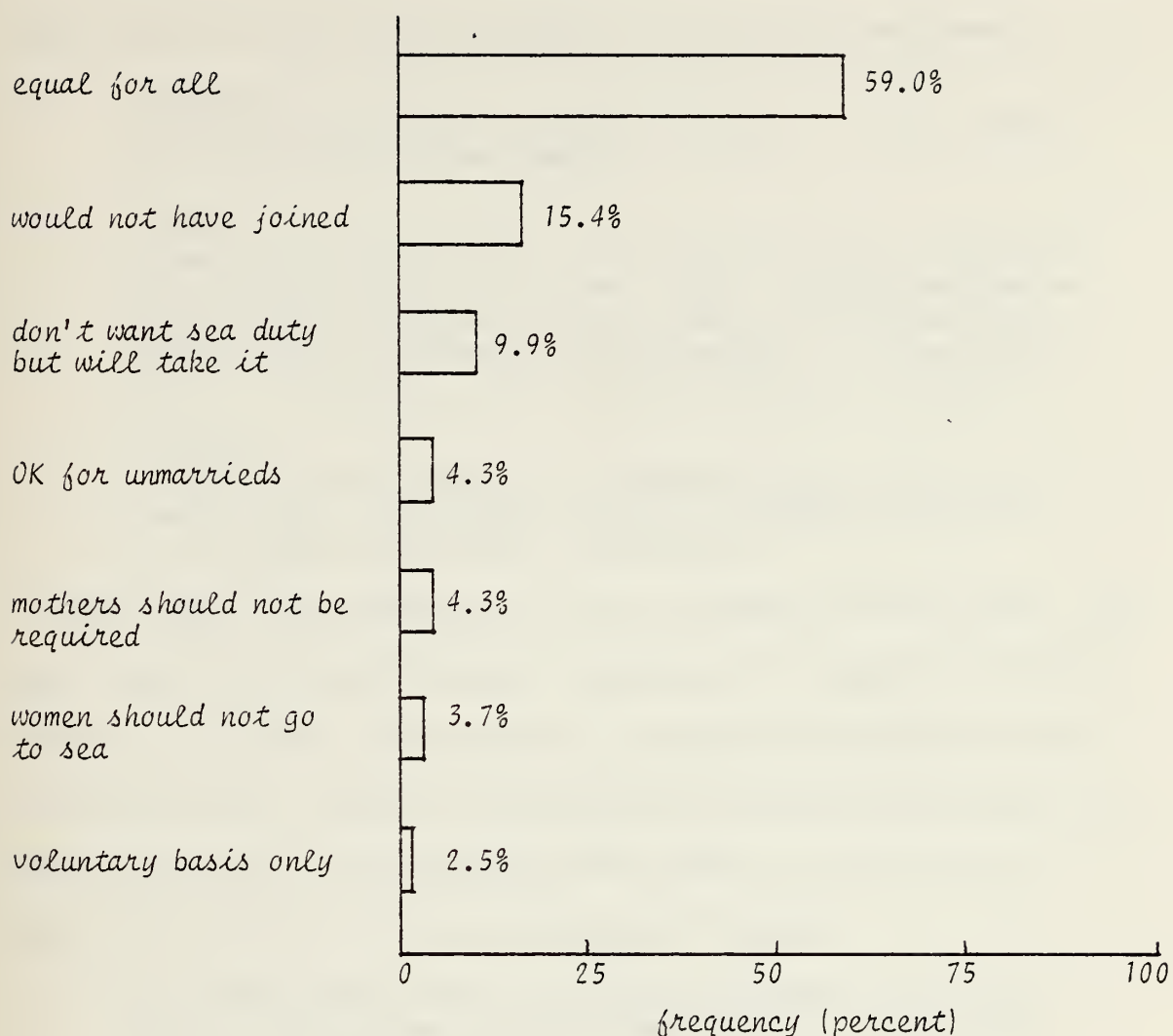


Figure 4: Women's Opinions on Sending Women to Sea

a BM2:

"I would have still joined if I knew I would be going to sea, and I would go now. I think it makes more shore stations available to the men who want them and does away with the under-current of resentment toward the women by the men concerning sea-duty."

an RM3: "I think everyone in the CG ought to spend at least one year of their enlistment aboard ship. Being in the Coast Guard and never serving on a ship is leading the band and not knowing music - you have to have been there first to do your job right at the other end."

Fifteen and four-tenths percent said they would not have joined if they knew they were subject to orders to sea. Most of these have indicated they will not re-enlist because of the current requirement.

a seaman:

"Yes, I would go on an icebreaker cruise - if I was single and loose. But I'm not loose."

a YN2:

"I would not have joined. I know ten girls who volunteered for sea duty and they said they wanted to go to keep the men occupied during long sea cruises. One girl told me she's going to make a fortune on the Morgantreau. If push came to shove, I'd ask for a loran station instead of sea duty."

a seaman:

"I don't believe sea duty is feasible unless it's an all female ship. Unfortunately, sexual misconduct for profit is inevitable...sea duty is ridiculous."

Many women wanted exceptions to the requirement for sea duty. Four and three-tenths percent mentioned exceptions for women with children, except on a voluntary basis and/or if a husband is available to care for the children. Another 4.3% said only single women should go to sea, that it was unfair for a husband to worry about his wife at sea. A petty officer married to a Coast Guardsman commented:

"You know they'd never let you sleep together if you both went to sea together...what husband wants his wife at sea with all of those guys."

K. MATERNITY LEAVE

Women bring to the Coast Guard a unique problem of requiring some amount of time away from the job when bearing children. The pregnancy issue has been used by business and industry as grounds to discriminate against hiring or promoting women into any but temporary positions. The Coast Guard has adopted an equal rights posture that now requires it to find a realistic solution to career interruption for motherhood.

The Coast Guard's current policy requires retainment of the service-woman in accordance with their obligations unless they request separation prior to childbirth. Discharge from the service after delivery of the child must follow hardship discharge procedures. Women may be placed on a limited duty status and granted sick leave not to exceed a cumulative total of 30 days for the entire prenatal/postnatal period (COMMAN-DANT INSTRUCTION 1900.5B). Thirty-four percent of the survey respondents were in agreement with this policy.

The question was not specifically asked as to which respondents had children and who did not. But the answers indicate a much less optimistic and more philosophical response from those who have already had children. Of those who said to "work to the end and return to work in two or three weeks", none indicated that they had experienced pregnancy or childbirth. Over 25% gave responses best defined as "work until unable and return to work when able". Many of these women acknowledged great differences in women and stated that some may work until the last day while others would become incapable of doing their job properly several weeks before delivery.

a mother of two with two children born while she was on active duty:

"I worked up to the day I gave birth with each child and returned six weeks later...it was ideal for me. No mother can leave her baby until it's at least three weeks old."

a mother:

"I worked 'til day before...had a C-section and then 30 days leave...would have preferred leave-of-absence. I feel I'm cheating my baby but I have to stay in to keep a career status."

not a mother:

"Career women should not have children."

mother of two:

"...need 6 - 8 weeks of maternity leave."

a YN3, not a mother:

"Work until delivery day then take a couple of days leave to get things settled. Regular leave is enough."

Forty percent of the women felt a leave-of-absence or opportunity to go inactive reserve would be a better policy. A leave-of-absence would freeze their career and seniority whereas reintegration to the Reserves would enable same pay and advancement.

a seaman:

"I am presently pregnant and will have to take a discharge, but I believe a liberal open-minded attitude would keep many good women in the service after childbirth. A child needs its mother more than 2-3 weeks. Nursing and working are incompatible. We need a leave-of-absence or nursery arrangements at the station."

a pregnant petty officer:

"The Coast Guard needs to provide some sort of sitting service if both members are working. At current local rates, I would be turning over more than my paycheck to a sitter so who can afford that?"

an Ensign:

"...the ones that will stay in will be the tough ones, cold and callous toward family and people, and they will be the more belligerent one toward men. Is that the kind of women they want for careers?"

not a mother:

"I feel financial assistance should be offered for day care and/or nursery services."

an RM3:

"I'd like to plan a child for re-enlistment time, re-up, then go 2 years reserve, then reactivate regular."

a YN3:

"I feel very strongly about this. I just had my first child. I took 2 weeks sick leave before, and 4 weeks after, delivery. I missed one day's work during the pregnancy and was never late once. My command would not advance me to petty officer until I had been back to work six weeks. This was a slap in the face. At the same time there was a male on eight weeks alcohol rehabilitation and his promotion was waiting for him when he returned. Is this fair?"

a senior petty officer and a mother:

"I feel an allotted time, say 8-12 months could be granted to women, but it should not be counted as service time or leave."

During the first few months after birth a baby/mother relationship is unlike anything that a man and a baby can have. The mother has carried the baby 9 months and for it to develop to be warm and affectionate it needs to be held a lot and feel its mother's love. Any good mother has to realize this and set her career temporarily aside and be a mother only for awhile. Then, as the child becomes less demanding, and the mother's needs become more equal, the Coast Guard should have a provision allowing the mother to resume her career where she left off."

A third of the women said that men do not rate anything special regarding leave-of-absence or special leave when their wives give birth.

a BM3:

"...none of the good or bad deals."

several people:

"If men get pregnant, they can have the same rights."

a YN2:

"Men already have 'leave-of-absence' rights - for drug rehab, etc. which cost the Coast Guard enough already. Granting women leave-of-absence for having families is a small percentage compared to the other 'absence programs' already in use."

Twenty-five percent said men should have leave-of-absence rights if the women do, just to keep things equal. Over 40% of the women said only that men should rate special consideration for leave. Typical responses:

"Men rate the opportunity for leave around birth of their children because military people don't often have the 'luxury' of in-laws close by to help out."

"It's frightening and lonely in the labor and delivery rooms. A woman needs someone, and involvement of the father at these times makes him a more interested and caring father and gives him a once-in-a-lifetime experience that helps knit a tighter family unit. And today's society needs stronger family units."

L. DISCIPLINE

Rated as the third highest of the ten problems suggested, differences in discipline elicited numerous examples and comments concerning

the situation. Half of the respondees said they saw no differences between disciplinary actions given to men compared to women, but many also said that women do not get into trouble like their male counterparts. Seamen considered the discipline differences most significant at training commands. Sixty-six percent of these seamen rated the problem as a high priority one. Petty officers there rated it the reverse. Women from operational units rated the problem as being of medium priority; air stations strongly considered it low priority. Officers perceived the problem of discipline differences as high priority except at training units where they, too, considered it little problem.

A fourth of the respondees felt women get more leeway than do the men (Figure 5). Hair and grooming standards rose as a major issue and example in the discussions. Eighty-two percent considered grooming a local problem. Non-rated women were not particularly concerned, and of the enlisted, petty officers of the 25 to 30 year age group were the only ones who felt strongly that headquarters need involve itself (Figure 6). Forty percent of the petty officers wanted headquarters to address the problem. Officers felt it was a slightly more significant problem than did the enlisted women.

Most of the leniency described related to a lack of enforcement of the uniform and grooming standards for women by the supervisors, nearly all of whom are males.

a seaman:

"Officers don't know the grooming standards for women, so we don't get booked."

a petty officer:

"Women get away with uniform discrepancies mostly because of ignorance on supervisors' part and their lack of interest in finding out what's right or wrong."

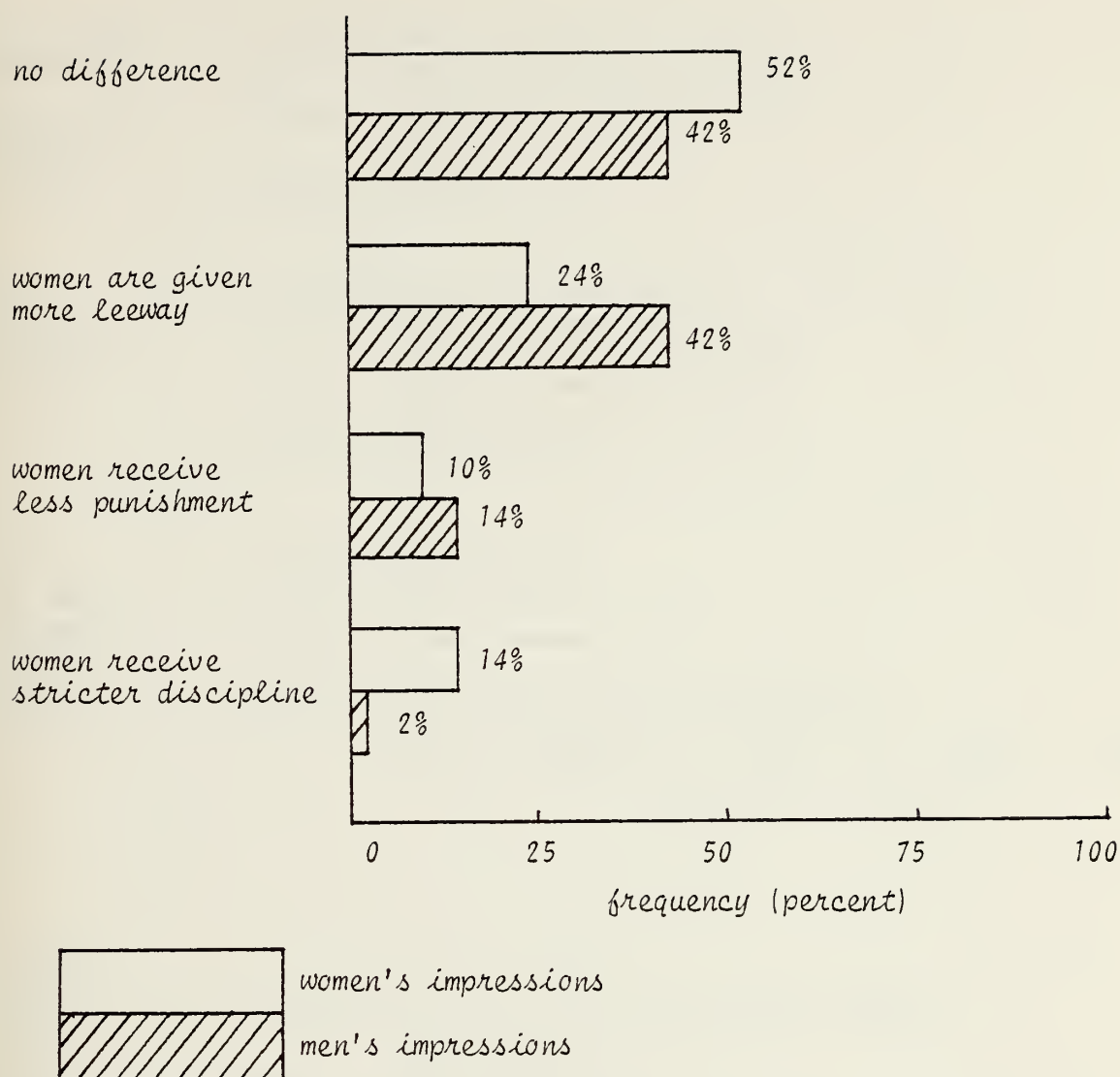


Figure 5. Impressions on Discipline Differences

a YN2:

"Women are less of a discipline problem because the higher entrance requirements than men's bring in more mature, better educated, and less childish type people. If we recruited 16 year old girls, we'd have the same problems you see with your 17-19 year old men."

a LTJG:

"Men are generally remiss in correcting women...bad for both sides, undermining his authority, depriving her of chances for improvement and guidance, and generating discontent among the male co-workers."

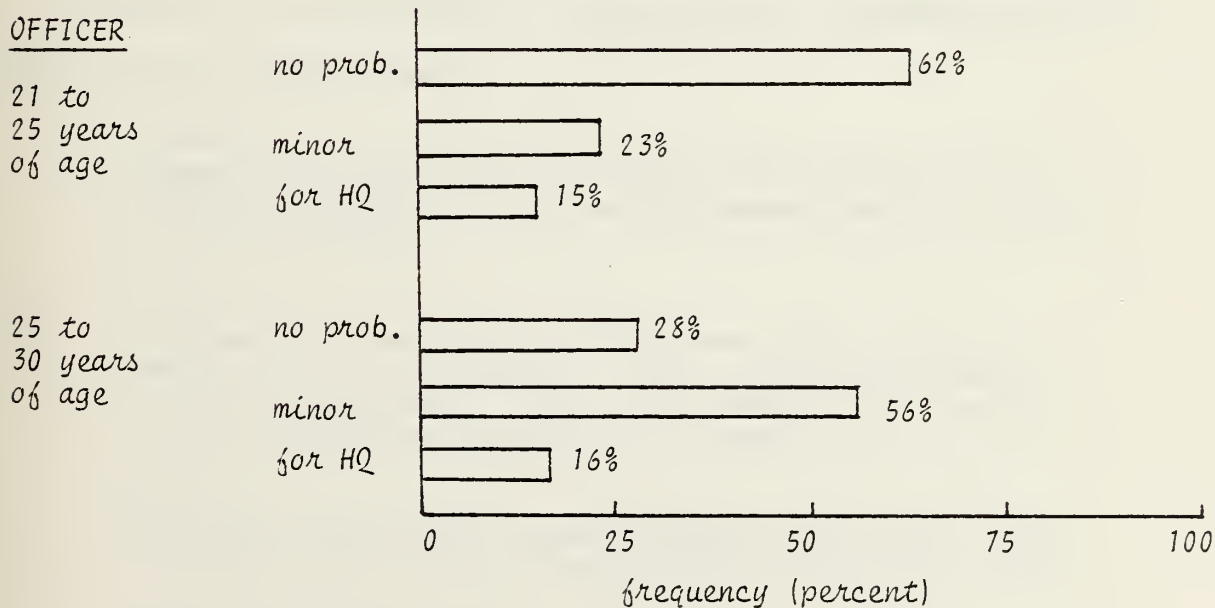
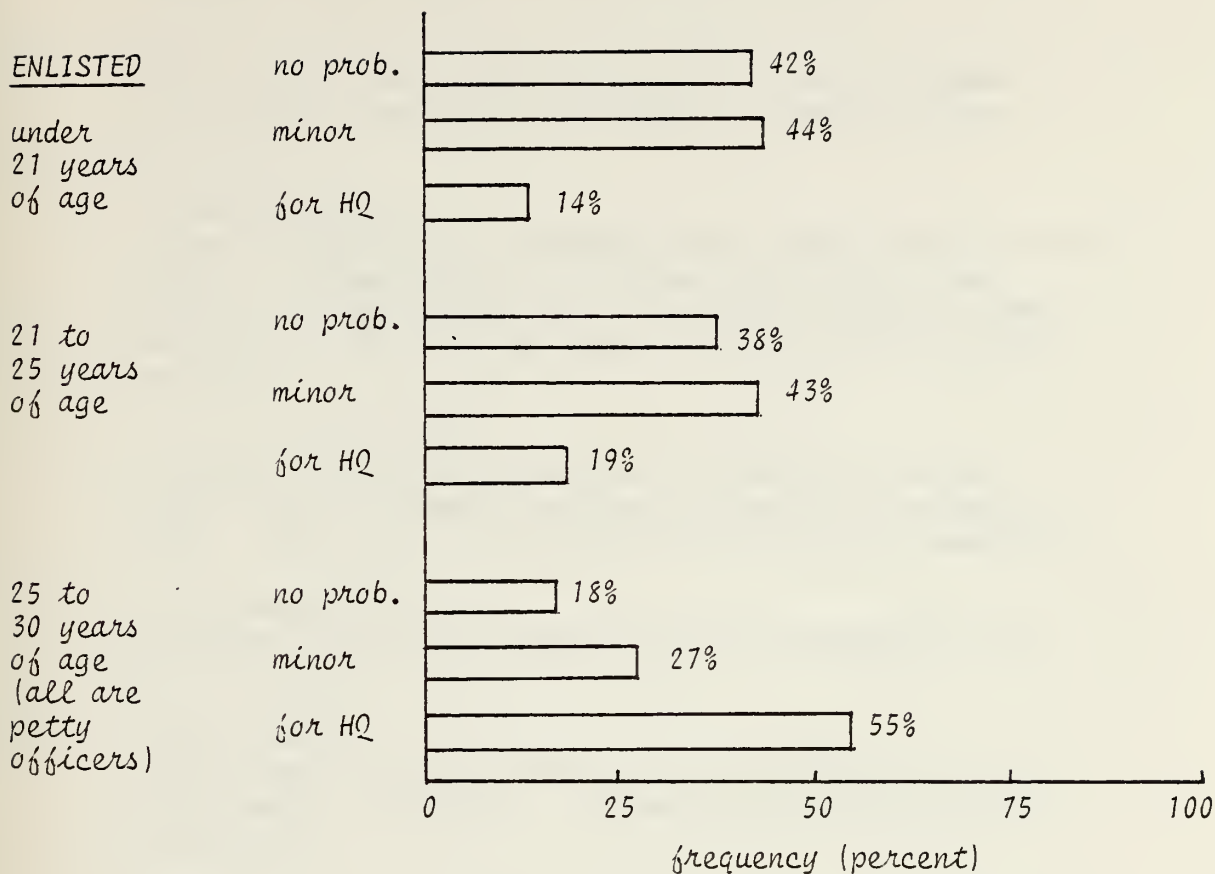


Figure 6. Problem of Differences in Grooming Standards

a YN1:

"Men refer the discipline problems to me 'give her some guidance' rather than do their own dirty work."

a LT:

"I must say, I don't know of any Masts held on a woman, and I'm in a position to know about all masts in this District."

a headquarters YN:

"There is a very real difference which stems from the fact women at headquarters are not taken seriously by the seniors. If the female YN2 in the office screws up (and she has) she does not get nearly the discipline the male YN2's do."

a district office ENS:

"The male officers seem to think I'm the only one who should keep the women's uniforms/hair/etc within regulations. They think I should police the halls or something."

at an operational unit:

"At first it was more lenient, but we've settled in now and it's equal."

a petty officer:

"A few women use sexual favors to key officers or chiefs to get better treatment. The men recognize this and it builds hate."

a BM3:

"Women here get the same discipline, but in nicer words."

Thirteen and a half percent of the women felt discipline was more harsh for women than for men.

an HM3:

"Women get stricter discipline than a man because it is thought we shouldn't do any wrong, whereas men get warnings, warnings, warnings..."

an RM:

"A woman here was booked for AWOL even after calling in early about her sick babies. A man 'stayed home' due to illness in the family. They didn't want to book the man so they dropped the charges on the woman too."

an ENS:

"A senior officer will often be less lenient with a woman in order to overcome the tendency to be too easy on them."

a boat station BM3:

"Women are punished more severely so that it will be made known that there are no special favors given to women."

an office-bound YN:

"When a girl accuses a man of sexual misconduct, lewd behavior, foul language, etc., I feel the supervisors try to belittle the girl and upgrade the man. The girl is then subjected to harassment after the complaint, and many have requested transfers."

M. DISTRACTION FACTORS

When asked what kind of distraction problems they have had working surrounded by men, 61% of the women said none. The problem seemed less severe in places like headquarters and some district offices due to the numerous civilian women employees that made a woman in the area less of a novelty. Nearly a fifth of the women said that *foul language and crude jokes were the single greatest distractor* (Figure 7). Most said they tried to tune out the conversations but it was difficult and annoying. Several acknowledged temporary success with a curt "clean up your act" remark.

a seaman:

"The men are used to being on a ship and their language gets quite vulgar sometimes. But I can see that some of them are trying to restrain themselves."

Thirteen percent said that flirting was their greatest distraction. Apparently this wears off as the novelty of having a woman around diminishes. Four percent said they found they were distracted more often by men stopping to talk on the days when they wore skirts or dressed more feminine than on days when they wore slacks or dungarees. Other comments:

a LTJG:

"Too much press coverage given to me because I'm a woman at a Group office, rather than to my troops who are doing the Coast Guard's work. They'd rather talk to me about what a rescue or station did than they would talk to the boat crew that made the rescue."

a HM:

"The worst is B.O."

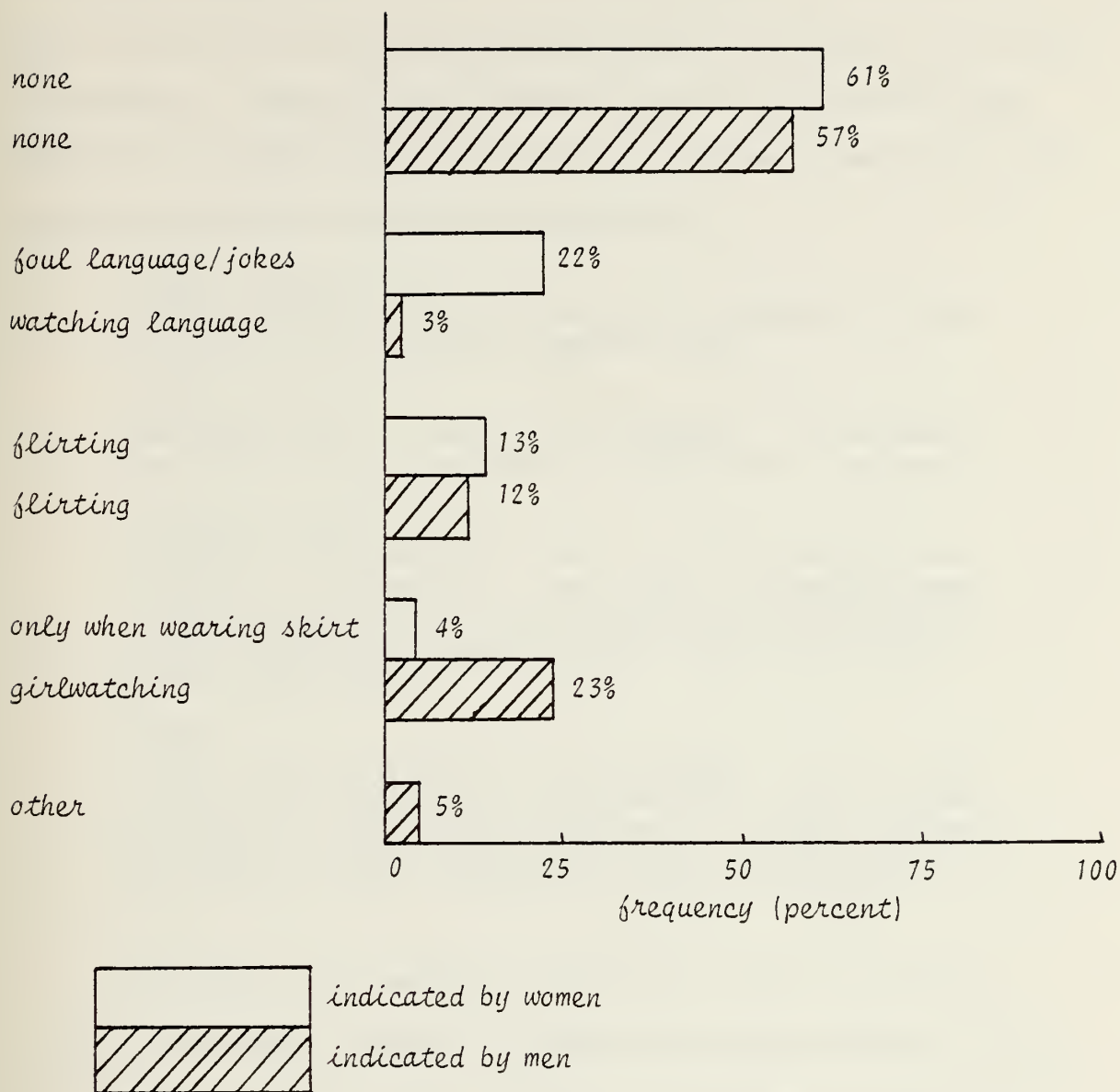


Figure 7. Perceptions on Problems of Distraction from Work by Opposite Sex

Nearly half of the women felt they were not a distraction to the men. Another fourth said they were a distraction simply from the novelty of being a woman in an almost exclusively male environment. Most felt the novelty would wear off as they became more known and accepted, and as more women are integrated into the service.

The most common means of discouraging distraction was described as maintaining a businesslike and professional demeanor during working hours, and socializing only during coffee breaks and when the work was all caught up. Several people mentioned that this has earned them higher marks, greater on-the-job training proficiency, and faster promotions than many of their male contemporaries.

a petty officer:

"I let them know right off that I'm in the Guard to get paid, not laid. It cools them down okay."

a petty officer:

"No distraction. I work with my husband. I have never had any of the problems that the single girls encounter."

a petty officer:

"I do get a bit emotional once in a while, but I'm considered a good operator. I have been a distraction when I cry. My problem is taking everything so seriously that I become emotionally moved whenever things start going bad or super good."

a BM2:

"I was a big distraction at first because I was the first woman at this station and worse yet I was going for boat-swain mate. They're used to me now. I've seen some women wear their uniform in such a way that it caused great distraction - tight fitting, no bras, low buttoned shirts."

a LT:

"I do feel it's important to wear the right size uniform."

Only a few women admitted to intentionally making efforts to distract the men from their work. Overall, the problem of distraction was considered the least of the ten problems proposed in Part IIB of the questionnaire. Officer workers and officers felt the problem was slightly more important than the general consensus.

N. SOCIAL LIFE

Although several people disagreed with considering the impact joining the service upon women's social life as a problem for discussion,

the general responses indicated it is perceived as a serious problem with repercussions affecting not only morale but re-enlistments and mental health as well. Thirty percent said their social life was worse than before joining the Coast Guard; 10% said their work practically prohibited any social life at all and would probably not remain in the service because of it (Figure 8). *Married women did not rate the problem much less significant than did single women.*

a YN3:

"Service life has hurt my social life because supposedly women in the military hop into bed with anyone who asks. And I don't."

a married petty officer:

"My husband and I are both in the Coast Guard and standing separate duty; therefore, our social life is non-existent."

an RM3: "It doesn't make me feel especially good when I get asked out so much because there are so few single girls here; there's just not really anybody else for them to go out with. All you have to do is have two legs and wear panty hose and they'll ask you out."

The greatest social-life problem was not considered to be the traditional male-female social life situation, *but the lack of availability of other female friends.* Besides the isolation of scattering the few Coast Guard women so thinly through the ranks, as they move up in pay grade they find themselves even further isolated (Durning, 1977). When LT K. C. Hollemon, USCG interviewed women of several services for an article "What Shall We Do with the Female Coastie?" that appeared in the January 1975 issue of the *Coast Guard Academy Alumni Bulletin*, he discovered a major difference in integration of the women by the Army and Navy. The Army integrated a unit with at least a platoon of women, and the novelty quickly wore off and the unit resumed a normal posture; the Navy integrated with only one or two women and they remained a

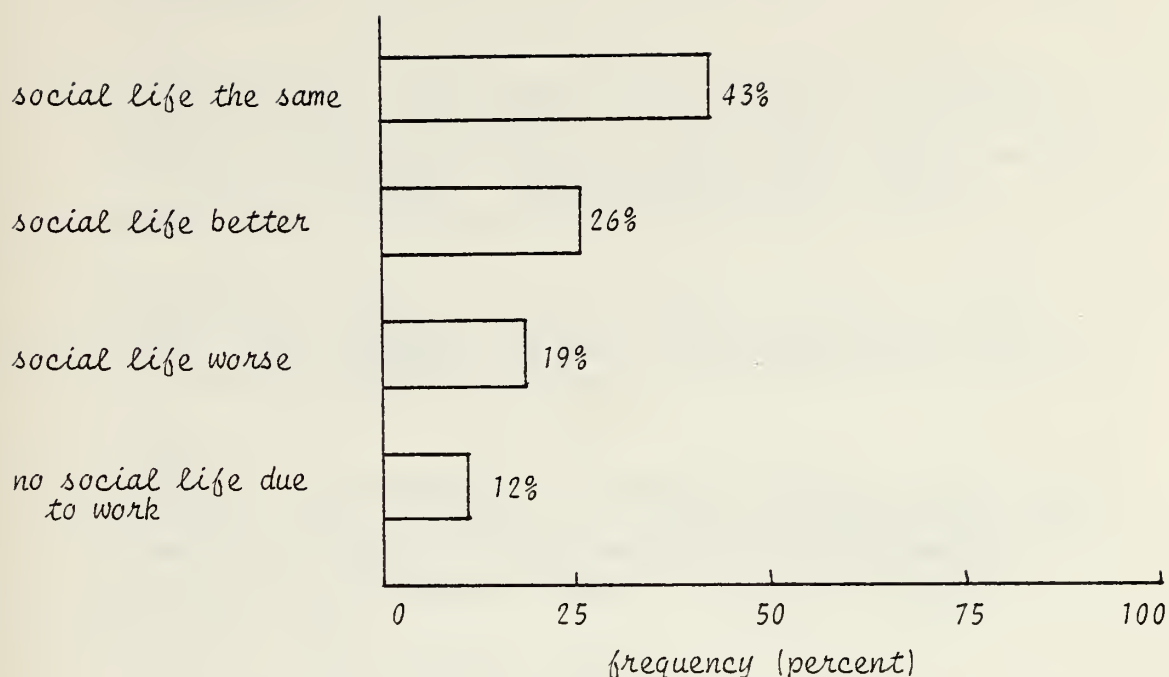


Figure 8. *Women's Opinions of the Affect of Joining the Service on Social Life*

continuity novelty and the women were lonely and unhappy. Comments of the women surveyed here seem to confirm the latter feelings:

an RM2:

"There are only two other women assigned here and we all work in different sections. I have no women friends or anyone to relate to."

a LTJG:

"I can't really socialize with the few enlisted women here so I find I have very few female friends."

a BM3:

"I haven't been around other women in so long that I feel a little uncomfortable when I do meet them. I feel lonely sometimes for conversations with another woman."

an RM3:

"I don't get to talk much to members of my own sex anymore. It sounds funny, but there are just some things (like clothes and make-up) that you can't talk to guys about. And you just can't take a guy 'bra shopping' with you. It makes it a little hard and lonely sometimes, too."

an SK3:

"The only change this place needs is at least a couple more women here (besides the officers) so we can at least choose a roommate."

a YN:

"I'm so alone. I can't openly date anyone at the station because it causes problems and hard feelings. There's a couple of guys I could call my 'brother' but there's no one I can call a 'sister'. Sometimes you want to talk to another female so badly you could just cry."

a seaman:

"There should never be only one female at a unit. She's lonely. Any treatment she gets, be it good or bad, will be considered 'special' by the men."

a BM2:

"I have to keep my social relationship and duty relationships separate. As a supervisor, it is hard to discipline or give orders to a friend. I never would have thought making secondclass and becoming a supervisor would limit me socially the way it has."

a YN2 at a marine safety office:

"The simplest change to ease all problems would be to send another woman."

Forty percent said their social life was unchanged or that they could not tell if there was any differences in their social life between before and after joining the service. Twenty-six percent said their social life had greatly improved. These later respondees, and those discussed earlier who perceived the social life problem as serious, were nearly all under age 25. Few were from a training unit; however, perhaps there is less free time to socialize at a training unit.

0. REASONS FOR ENTRY INTO COAST GUARD

Asking "why did you enter the Coast Guard?" is a simple question but one whose answers, when given in free form, can be difficult to categorize. Many respondees gave several answers, and many gave only one and elaborated on it extensively. Coding to a single "most likely"

answer required some degree of free interpretation. Nearly half of the women replied with some combination best interpreted as "for the job, education, money, and type of service the Coast Guard provides". The responses are similar to those determined by the US Navy a decade ago when the main conscious motivation for entering the Navy was for self improvement (Thomas, 1977).

A breakdown into "primary" reasons, often based on information given or implied in answers to other parts of the questionnaire, gives: 23.4% joined for the job security and money; 21% because of the humanitarian aspect of Coast Guard service or for patriotic reasons; 18% for the educational benefits available through the GI Bill and/or for training received through service schools or for on-the-job experience in applying skills such as law or marine sciences; 11.2% because they had nothing better to do and either wanted to try life "on their own" or to escape from their personal life and situations at home; 10.2% to travel to places and meet people they would not otherwise be able to see; 9% to provide themselves time and a place to "grow up" or "mature" or "develop into a more world-wise adult"; 4.2% specifically stated they wanted to escape the sex discrimination of the job market in the private economic sector; and 3% joined with the sole aspiration of going to sea (Figure 9).

a boat station seaman:

"I joined to grow up and better myself. The potential is there for everyone but the men are mostly slackers and try to drag me down to their level and work against me because I don't act like 'one of the guys'."

an officer:

"...to help me in my major in marine biology; however I was sidetracked and now am majoring in motherhood (which I love). Now, if I could get a leave-of-absence..."

a seaman:

"I joined because an advertisement said I was needed and I would count. I can understand kitchen and janitorial duties

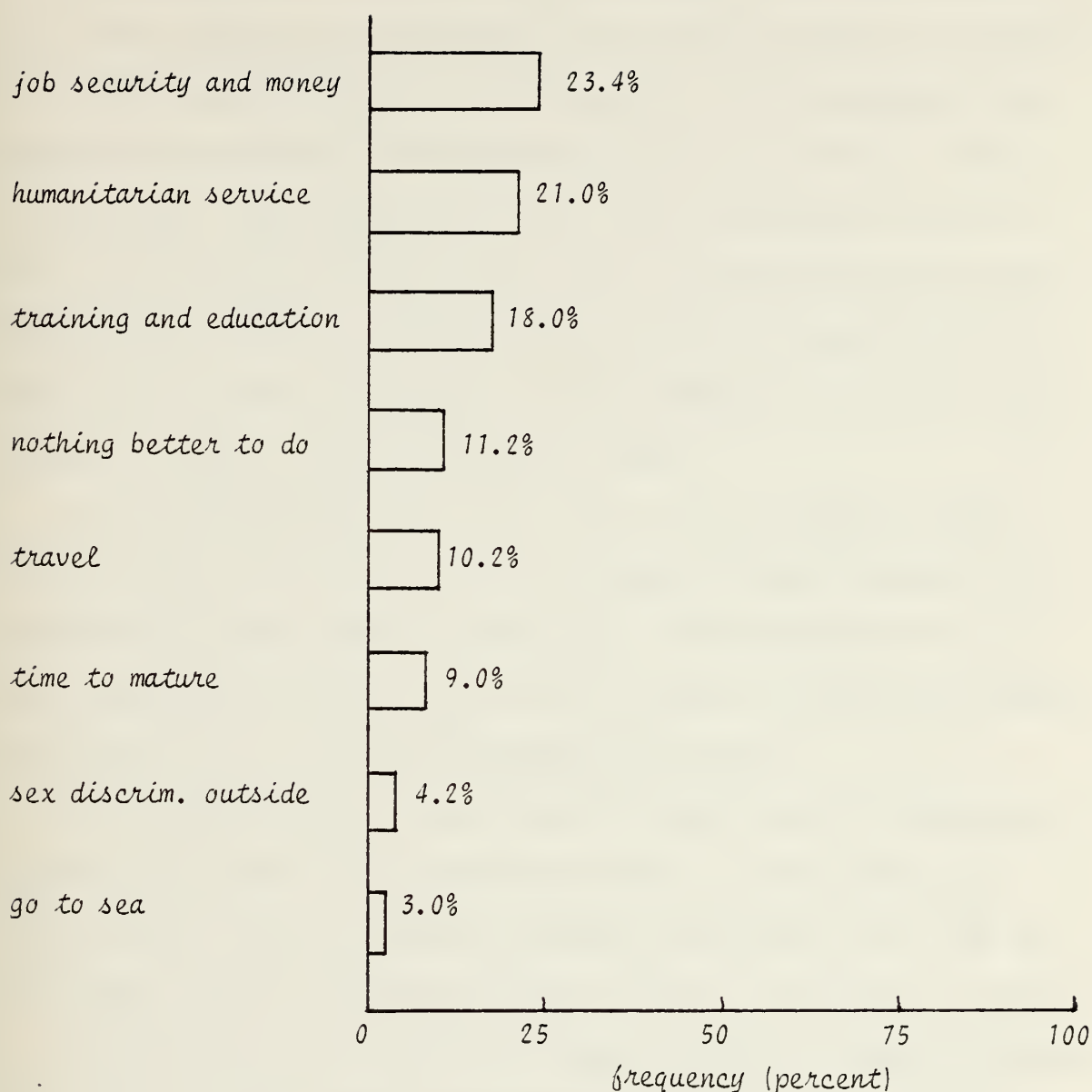


Figure 9. Why Women Entered the Coast Guard

on ships, but it's not a job that needs shoreside practice or a billet to rotate to from ships. Why don't we contract out to civilians the menial tasks ashore like the Army and Air Force. At least at larger units. Shore duty should be for 'real' work, training and improving people, not for making them mad and bitter."

P. WIVES OF SERVICEMEN

The problem of pressures on males from their wives concerning working with a woman was not considered a very serious problem by the women. Those single women working in offices, where civilian women have been commonplace, considered the problem more serious than those at operational units. Just under half of the single enlisted women and over half of the single officers in office jobs felt the problem would need headquarters attention. Although not specified, an assumption can be made that they were thinking not of their current billet but the future problem of women serving in shipboard billets.

At operational shore units, less than a fourth of the non-rated single women, and only 17% of the single petty officers considered the problem more serious than self resolving. The single women officers distributed their opinions fairly equally across all the options between no problem and a very important headquarters problem.

Married women generally considered the issue less of a problem than did the single women. From the office worker, a third of the petty officers felt it was an important problem, while nearly all of the married women officers felt there was only a minor, self-resolving problem.

At operational units, the married women agreed with the single women in considering the problem significantly less serious than the office workers. As with the single women, it is probably fair to assume the office workers thought more in terms of shipboard problems, whereas the operational unit women most likely thought in terms of their own operational billet. Rank was no factor in shore unit married women's opinions. A fourth of them felt headquarters involvement was needed.

Air station and training unit women's opinions were scattered across the spectrum for both married and single, and without relation to rank. This made the actual number of responses in any grouping very small and, therefore, no significant trend observations could be made.

Q. PRIORITIES FOR HEADQUARTERS

Women were asked to rank the relative priority of six suggested problem areas in the order they felt was the priority that should be followed by the Coast Guard Commandant in directing headquarters energies. The problem areas suggested were:

1. Changing attitudes of males about women in the Coast Guard.
2. Changing living facilities at existing units.
3. Insuring equal job opportunities.
4. Publishing a set of special instructions for women members.
5. Training women to cope with a male dominated Coast Guard.
6. Sexual misconduct.

Most responses to any write-in problem areas were more applicable as responses to later questions in the questionnaire.

Nearly half of the women put insuring equal job opportunities as the number one priority, and three-fourths considered it in the top three (Figure 10). On the aggregate, and through consideration of all other factors, this problem remained at the top of the list.

Changing of living facilities rated second before consideration of other factors. Operational experience of the respondee had no bearing on the responses; however officers considered the changes much more important than did the enlisted women. Most of the few responses that rated the problem a last priority were office workers, but half of all

respondees placed the problem in the top three. The next two problems caused the "adjusted" priority for updating existing facilities to slip to fourth priority of the six.

Although acknowledged as a difficult and possibly impossible task, 75% of the women with four or less years of service felt that working on changing the attitudes of males toward the females should be greater than priority three. Eighteen percent of all respondents considered it a top priority problem, and 25% ranked it second priority. No one with more than four years of service rated the problem less than priority three. Because 43% listed the problem as greater than or equal to number two, the "adjusted" ranking moved the problem from third to second.

Non-rated women considered training women to cope with a male service more serious of a problem at the office level. Other than that one group, operational experience made no reflection in the analysis. Fifty-seven percent of the non-rated ranked the problem in the top three. Sixty percent of the petty officers and 70% of the officers did likewise. Officers had less tendency to rate the problem as a higher priority than third than did the lower ranks. It was a close choice but this problem edged out changing living facilities for third priority.

Statistical analysis placed the special instructions for women in a tie for last place with the sexual misconduct problem. The tongue-in-cheek suggestion was made that the Commandant should publish a special set of instructions on women's uniforms and grooming standards and give a personal copy to all male officers and CPO's so that they can have no excuse for not enforcing the rules and pawning the task off onto the senior woman present to do their "dirty work".

The sexual misconduct issue had 72% rating it as priority four or less. Thirty-four percent considered it last priority. Twenty-two

<u>as seen by the women</u>	<u>as seen by the men</u>
1. Insuring Equal Job Opportunities	Insuring Equal Job Opportunities
2. Changing Living Facilities	Changing Living Facilities
3. Changing Attitudes of Males	Changing Attitudes of Males
4. Training Women to Cope	Training Women to Cope
5. Sexual Misconduct	Sexual Misconduct
6. Separate Instructions about Women	Separate Instructions about Women

Figure 10. PRIORITIES FOR HEADQUARTERS - Ranking of the six problems proposed

percent indicated the problem should be priority one or two. Officers tended to no response or snide remarks that could mostly be interpreted as considering the problem as insignificant. But discounting the officers' opinions, only 26% rated the problem as last priority. Analysis by marital status showed only little difference, with more married women considering sexual misconduct a higher priority problem than did singles. Comments had not been specifically solicited but many were volunteered, most often by those who rated the problem at a higher priority. It appears there are a few isolated units, and a recruit training center, where both male officer and enlisted supervisory personnel fostered the problem rather than discourage it. After all considerations, the sexual misconduct problem remains at a low fifth priority for headquarters energies, and creation of any special instructions for women should be considered a poor idea.

Other suggested problems for headquarters attention: repeated several times - stationing only one woman at a unit; marriage of a Coast Guard woman to a civilian with his own career and the inability to

co-ordinate transfers or for the woman to obtain a discharge; sending women to sea; and duty assignments of Coast Guard women married to Coast Guard men; and establishing a maternity uniform.

R. LOCAL UNIT PROBLEM AREAS

Ten problem areas were proposed and the respondees were asked to rank them in the order in which they exist at their present duty station. The problems offered were:

1. Attitudes of the men concerning the women
2. Toilet and shower facilities
3. Opposite sexes distracting each other from work
4. Women's physical strength
5. Supervisors disciplining women differently than men
6. Work assignments for women
7. CO's support in equal opportunity for women
8. Special treatment received by women
9. Getting uniform items
10. Wives of male co-workers

The problem of sexist attitudes of the men was considered the most prevalent with 31% rating it as the greatest of the ten problems (Figure 11). Over two-thirds rated it in the top three. Operational experience and rank had no bearing on the feelings.

Getting uniform items was easily considered the next most serious. This supports the fewer of the comments made on items needed for the unit's exchange.

Collectively, differences in discipline by supervisors was next. Over half of the women office staff officers and petty officers rated this problem in the top three. Non-rated women did not see it as so

great. Most officers at operational units also rated the problem high, but only the seamen at training units agreed with them. All other analysis rated the problem at less than third place.

The problem of work assignments for women was ranked between second and fifth place by an even 13% of the respondees for each priority. No significant conclusions could be drawn from these results.

All of the remainder of the problems were considered isolated and generally insignificant in the development of any overall ranking. The lowest ranked problems were considered no problem at all. Distractions by opposite sexes and wives of the male co-workers fell into this category.

<u>as seen by the women</u>	<u>as seen by the men</u>
1. Attitudes of Men Concerning Women	Women Disciplined Differently
2. Getting Uniform Items	Attitudes of Men Concerning Women
3. Women Disciplined Differently	Women Receiving Special Treatment
4. Work Assignments for Women	Work Assignments for Women
5. Women's Physical Strength	Women's Physical Strength
6. Women Receiving Special Treatment	Toilet and Shower Facilities
7. Toilet and Shower Facilities	Opposite Sexes Distracting from Work
8. CO's Support in Equal Opportunity	Wives of Males
9. Wives of Males	CO's Support in Equal Opportunity
10. Opposite Sexes Distracting from Work	(not applicable - uniform items)

Figure 11. LOCAL UNIT PROBLEM AREAS - Ranking of the ten problems proposed

IV. COMPARISON OF MALE OPINIONS

A. SAMPLE PROFILE

Fifty-eight percent of the 500 questionnaires sent to male Coastguardsmen were returned. The responses broke down as: 9% from non-rated men; 56% from petty officers, 15% from CPO's; 3% from chief warrant officers (CWO); 7% from junior officers (ENS or LTJG's); 8% from middle officers (LT or LCDR); and 4% from senior officers (CDR or CAPT). Twenty enlisted ratings were represented with RM, BM, and MK showing the greatest numbers, but only the MK rating (at 10.5%) was greater than 8% of the rated population.³ The average age fell on the 25 to 30 year old bracket. Two-thirds of the men were married. The education level of the enlisted men was significantly lower, due in part to the several non-high school graduates in the CPO ranks. Forty-six percent of the respondees had four years or less of service, and 47% were in their first enlistment. Only 25% intended to terminate their career after four years, and an equal number expressed career intentions.

Over half of the men claimed to supervise five or more men; only 15% of the men claimed to supervise any women, the most being five women. Forty-three percent of the respondees were from ships, 16% from air stations, 11% from offices, and the remainder from operational shore units.

³It may be interesting to note that over half of the CPO's did not indicate their rate - apparently considering their leadership position over their rating.

B. PERFORMANCE ABILITIES

Men tended to consider the problem of women's ability to perform in all roles as more severe than the women. But 79% of the men stated that women should be in all ratings and duty assignments. Some qualified their opinion with the precept that women should be physically able to do all types of duty normally expected of a rating before being permitted to enter the rate. Six and a half percent of the men would restrict women from the engineering ratings due to their lesser physical strength. Seven percent felt women should be restricted to office type duties, or did not belong in the Coast Guard at all. Three percent felt women should be restricted from isolated duty, but 2% *objected to women on ships.*

a common remark:

"Women should be allowed in all ratings IF they fill all billets of that rating, and not just the shore billets."

a BM2:

"I don't object to them anywhere, but the local fishermen don't like them at all, and they're difficult to understand on the radio (they get to shouting and easy to upset)."

from an isolated duty station:

"Chemicals harmful to the female reproductive system are stored here. Obviously it wouldn't be good to station a woman here. The CG shouldn't overlook things like that. I'm all for women everywhere, otherwise."

a 36 year old married petty officer:

"Women should do anything they want, until they have children. Then, sorry, it's home 'til they're in school, and shore duty or something like buoy tenders until the kids are grown. This is an important social need and we men will have to accept that some shore billets will be filled by women with kids. That's real hard to explain to a young male who's never had to be responsible before in his life."

a CP0:

"Women have to think beyond themselves - kids need their mother. GOD gave women the ability and instincts to care for the offspring (I'm not saying DAD shouldn't help a lot

'cause he should - raising kids is demanding and very tedious.) We should live for the future, and only by raising kids right, and within a proper family (not day care center) surrounding, can we expect a good next generation."

a chief aviation electronics technician (ATC):

"All rates should have physical strength standards, for safety as well as job efficiency. It slows things down waiting for 2 women to load 2 objects working together in 2 trips when 2 men could do it in 1 trip. Most electronic gear is heavy, but only to the limits of a normal man. On flight crews it often involves cargo work and you just can't carry extra crewmen in a helicopter to supplement the physical weakness of the female crewman."

numerous comments:

"Women don't realize that sea/ship duty is not all that it's cracked up to be but I'll never tell them that. I want them out here so I can get a tour ashore."

C. WOMEN'S ACCEPTANCE

Men's perceptions of co-worker's, subordinate's and the public's acceptance of women in the Coast Guard were the same as those perceptions of the women surveyed. However, the men felt that resentment by male co-workers of women joining their ranks was a less significant problem than did the women. It can be speculated that either men were not aware of their resentment and that they expressed it, or that women perceived more resentment than actually exists.

D. SERVICE OPPORTUNITIES

There was general agreement over the advancement opportunities, with 82% of the men saying that the advancement system gave equal opportunities to all (Figure 1, page 21). Only 8% said that women had it better than men, most commenting that they felt women were undeservingly marked higher in performance rating. Ten percent said women were at a disadvantage, primarily through lack of exposure to shipboard work and equipment. Both a YNC and YN1 felt the uncontrolled influx of women

into the YN rate was causing the rate to tighten up because of less opportunities for men to rotate to shore duty.

E. WORK ASSIGNMENTS

Asked how fair they feel about their work assignments as compared to women in the same billet level, 56.5% said they received fair or equal treatment. Forty percent said women had it better because they were protected or physically weak, or because supervisors wanted women to get ahead. Only 3 men felt women were receiving worse treatment.

F. INTER-RANK RELATIONSHIPS

Men felt that familiarity between women officers and women enlisted was more serious of a problem, than did the women, but still within the ability of the commanding officer to control. They also perceived familiarity between male officers and female enlisted as a problem for the commanding officer's attention. They agreed with the women on the insignificance of any problems of familiarity between male enlisted and women officers.

Nearly half of the men reported having no contact with female officers and, therefore, rated only the male officers. Of those that did have contact with female officers, 82% rated the treatment received as the same as that from male officers and 15% *preferred their treatment from the males*, giving many comments similar to those by the women. Only 2 men felt they received better treatment from female officers than from male officers.

a chief electrician (EMC):

"Normally female officers treat enlisted men as 'enlisted trash'. They tend to be very rate conscious."

a 4-year SN:

"Female officers find it hard to cope. They're either considered a sex object or a dog. Since they're not seen as

officers or human beings per se, they become either overly dictatorial or fawning."

an RM3:

"Female officers are big headed and go out of their way to give orders and exercise their rank. Most male officers give orders only when needed. But a lot of male officers are on ego trips too."

a YN3:

"...by women officers - very good...by males - as a subordinate, as if I should be thankful I'm being addressed by them."

an SK2:

"The woman I worked for was always trying to prove that she was in charge rather than just letting me show her the due respect...some of the men see it as insecurity and weakness..."

a YN3:

"Female officers try to be tough where male officers try to explain the mistakes."

a quartermaster first-class (QM1):

"Female officers tend to be more discriminatory and push their rank a lot."

a YN2:

"One of the female officers at this unit is fine and a very effective officer. She treats me the same as the male officers do. The other is..."

an ENS:

"Women officers seem to have something to prove. They need to try to blend in more so people think of them as an officer first and 'pushy broad' second, if at all."

a YN1:

"At two units now I've seen women get time off for 'that time of the month'. One woman is otherwise well-liked and does her job - but 2 days sick leave a month is taking advantage. My supervisors don't do anything about it because she's better than many men YN."

a first-class petty officer at an isolated duty station:

"We've had no problems at all. She works out fine."

G. UNIFORMS

The men agreed with the women on the degree of problems associated with differences in uniforms between those for women and men. However, the question on availability of uniform items did not refer to any sex,

and the male responses indicated that either men have less of a problem than do women in this regard, or that men do not recognize the lack of availability of women's uniform items.

H. LIVING FACILITIES

Nearly 20% of the men felt it was very important for headquarters to address the problem of equal treatment in berthing assignments and watchstander berthing facilities. They felt more strongly about this than did the women asked the same questions. Over 60% of the men rated the problem of changing living facilities at existing units as one of the top three problems for headquarters attention. Twenty-nine percent felt it should be top priority of the six proposed problem areas. Men perceived toilet and shower facilities at their assigned units as a more serious problem than did the women at theirs. Twenty-two percent of the men said it would be the greatest problem, vice 7% for women; 38% placed it in the top three problems, vice 30% for the women.

Both men and women agreed in their perceptions of the problems of the suitability of shipboard and boat facilities for women. On aircraft, however, the men said it was much less of a problem than did the women.

Sixty-eight percent of the men felt no significant changes needed to be made to their unit's physical facilities to better accommodate women. Most of the comments indicated some very minor changes may be necessary. The remaining 32% said major changes would have to be made to allow their unit to be properly integrated with women. Recommendations were made to not attempt changes to the older cutters but to let them continue with all male crews until decommissioning.

a CPO:

"The physical changes for the women aren't too complex, it's what these changes do to the relocated men that will

become the problem. It has always been considered a privilege to move into the smaller berthing areas, such as operations berthing, first-class berthing, etc. First-class petty officers moved out of 10 man compartments and into 30 man compartments with the 'young kids' resent the reason, and will grumble and generate more hard feelings."

a seaman apprentice (SA):

"Women should get some concessions - like a lock for the door - rather than just being tossed into the barracks and bathrooms indiscriminately."

an MK2:

"Major changes are needed. We shouldn't have women here because this unit is too small. Major changes needed to make things properly (equally) co-ed aren't worth the expense until there are more women around. Then rebuild this place."

at a Group:

"It's the command's fault but women are each given a room to themselves whereas the men have 2-3 per room except above E-6."

an MK1:

"I hope they learn what can and can't fit through the ship's sewage lines. We've already had to fix it once. Even a mini pad becomes a maxi problem."

I. DISCIPLINE

Of those men responding to this question, less than half of the men perceived no differences between discipline given to male Coast Guardsmen as compared to the females. An equal amount said women get more leeway from supervisors before discipline is administered and 14% said they get less strict discipline for offenses than do the men (Figure 5, page 42). Sixty-two percent of the men disqualified themselves from answering this question due to lack of observation of women in need of disciplinary action.

Men perceived the discipline differences as a much greater problem than did the women. Of the ten present-unit problems to rank, 21% of the men put the differences in discipline as number one, compared to 9.7% by women. Over 59% placed it in the top three. A greater percentage of males felt it was a problem for headquarters attention.

Numerous comments were made by petty officers (mostly from air stations) concerning the difference in hair standards between women and men. Several men wanted to wear long hair and pin it up like the women. Most complained specifically that hair codes for the women were not enforced.

a chief RM:

"Female incompetence and non-conformity are treated lightly."

a YNC:

"I've attended nearly every mast both at the Group and on the ship and have noticed the females receive more favorable treatment. Sentences have been lighter than those imposed on males for the same offenses."

a CPO who supervises women:

"I have found that women, much more than men, resent discipline and orders from men who are not immediately assigned to their particular department or area."

a LT:

"Females are protected. The CO sets a poor example by using first names with women and discouraging duty standing by them."

J. DISTRACTION FACTORS

Over half of the men said they were not distracted by the women around. A third of the men also failed to respond to the question. It cannot be determined which men were not distracted because there were simply no women around to distract them, and how many were actually not distracted by their presence. Of those responding: 11% said they were distracted by flirting initiated by either sex; a fourth by the physical sexual differences (e.g. "girlwatching"); and, a small percentage each by concern for the women's safety due to their weaker physical strength or by stopping to help the women with learning or performing a task (Figure 7, page 46).

an EMC:

"Other males are not allowing females to do their assigned work. They tend to do it for them."

an MK3:

"I'm all for women on all rates, but...I am a girl watcher from way back, and not the only one around. This could cause problems during hazardous work. Imagine getting your hand smashed by heavy machinery because some lovely MK's blouse gives you a peek and you're distracted for just a second. Red-blooded males don't need that kind of distraction in dangerous work areas."

Nearly 40% of the men said they felt the women had neither encouraged or discouraged distracting men from their work. Another 8% said only some encouragement or discouragement had taken place. Thirteen and a half percent said the women discouraged being a distraction by concentrating on their work and men soon considered them a co-worker rather than a sex object. Most of the encouragement that did take place was caused by excessive talking on the job. Eight percent of the men said women intentionally wear tight or revealing uniforms to distract the attentions of the men. Forty-eight percent gave no response to the question.

a senior chief RM:

"The two women RM's I have working for me do their job in a professional and dedicated manner thereby setting an example (rather than coming on watch to distract the men)."

an RMC:

"Some women use profanity and try to be tough, but I see it as the opposite way to gain acceptance and solve what is really an attitude problem of both sexes."

an MK2:

"Only the officers seem to try to distract you. They have to learn to be more subtle. Half a bottle of phoo-phoo juice on anyone will turn everyone's head. It's one thing to smell a woman from a few inches or foot away and another to know when she's come onto the bridge from 10 feet away."

K. WIVES OF SERVICEMEN

Men said that pressures on them from their wives over working with a woman crewman is less of a problem than the women perceived. Most men thought the commanding officer could do little and polarized the

problem (to the two extremes of a self-resolving problem or one for headquarters attention) more than did the women. But the overall priority of the problem remained quite low.

There is some indication that although the problem of wives accepting the women working with their husbands are rated as "self-resolving", that it does not accurately reflect the degree of the problem seriousness. These problems may be very major but are rated as self-resolving because there is little the Commandant or commanding officer can do about them.

an MK1:

"I've been on sea duty 3 1/2 years now, which puts a strain on any marriage. Now I have to convince my wife I'm not fooling around with girls at sea."

L. PRIORITIES AND PROBLEM RANKINGS

The men ranked the six proposed problems for the Commandant's application of headquarter's resources *in exactly the same order as did the women* (Figure 10, page 56). As mentioned before, the men felt changing living facilities was more important than did the women, but not enough to change its ranking. It was even a closer "tie" for last priority between publishing special instructions for women and the issue of sexual misconduct. Other suggestions offered:

a QM3:

"The Commandant's first priority should be insuring fully equal deployment and assignment to all tasks and rates. There's no place for the 'protected sex' or chivalry on duty."

two CPO's:

"Number 1 will be giving fair and equal treatment in ship/shore rotation."

a master chief:

"Ensure women don't fill up certain rates and dominate a field, just as you wouldn't want men to dominate a field, or a race to dominate a rating. A balance isn't necessary, just not a domination."

an RM2:

"From what I see, the younger women are hurting themselves by falling into the traps of the young 'horny' sailor... bad reputations, and consequently prejudices, are being built that service women are 'easy'. Not all though. I personally hold high regard for the women that have held out...the new recruits should be shown the light by maybe a hard, down-to-truth flick about the 'horny, out-for-a-good-time sailor' or rap sessions from someone who's been there...they've got to be prepared...some are just too innocent."

an SA:

"What about shaving heads crossing the date line?"

The ranking of the ten proposed local unit problems was remarkably similar between the rank list by the women and by the men (Figure 11, page 58). Three problems did move significantly, all of them upward. *The problem of differences in discipline was number one for the men; perceived as third by the women. The problem of women receiving special treatment was number three by the men; sixth by the women. And the problem of opposite sexes distracting went from the least problem perceived by the women to a low seventh place by the men. All others fell in the same order except for the problem of acquiring uniform items which was considered not applicable for the men.*

V. CONCLUSIONS

Much of society today no longer encourages the services to discriminate against the female sex. To do so not only invites equalitarian pressures from within and without the service, but it fails to tap a valuable personnel resource as well. The Coast Guard, it would seem, has taken a lead in making all opportunities available without sexual discrimination. If planning and integration continues at its current rate, enactment of the ERA will have minimal impact on internal procedures and operation of the Coast Guard.

But problems do still exist. Many have been recognized and some have not. However the relative degree of various problems is largely subjective and only subjective solutions at this point can be proposed. An attempt has been made, by surveying all of the women in the Coast Guard, to determine their perceptions of various issues related to women's integration into a predominately male service. The comparison to perceptions of a male sample was done to see where differences in thinking or perceptions may exist.

A. PROBLEMS FOR HEADQUARTERS ATTENTION

It is generally agreed by both sexes that the *first priority* for Headquarters resources, as applied toward the issue of women in the Coast Guard, is *to insure equal job opportunities for both sexes*. Women do not want to be discriminated either for or against. They simply want the rules and procedures applied without bias to all servicemen. The men agree. The men fear loss of earned position through reverse discrimination.

A second problem area that has been addressed by the Commandant, and is perhaps ready for review, is the policy toward pregnancy and the underlying question of mixing motherhood with a career. Consideration of a leave-of-absence program, or a voluntary reserve status, may enable the Coast Guard to retain good career personnel while enabling the woman to fulfill a "full-time mother" need that is becoming less common in today's society. The present "work or resign" policy may be doing a disservice to both the Coast Guard and the community.

The third and most commonly discussed problem was that of uniforms for women. Many women are unaware that the Commandant has acknowledged the difficulty in obtaining the new Coast Guard blue uniform and its accessory items. More user input was requested into the uniform board's decisions. It was felt that a board of males attempted to develop a "fashion plate" Hollywood costume suitable only for office wear. A more practical and cost equitable uniform was perceived as needed. Differences in uniform quantity and allowances between those for women and men were challenged. A modest low-cost alteration to the uniform was requested for pregnant women to enable them to "conform" to the uniform standards applied to their co-workers.

Alteration of living facilities has been recommended as the fourth priority for Headquarters. This should be approached by a survey of units to determine their capabilities to sexually integrate. Something can be done at most units to make some degree of integration possible. Care should be taken in the assignment of women to avoid overburdening the facilities of any particular unit. Construction changes should be then made first to those units with the greatest capabilities of fully integrating the most ratings. Obviously, all new construction should be

planned for both sexes. It may be necessary to indicate some older units, particularly some small ships, as unfeasible to integrate, and they should be noted so in an instruction or a footnote to the Standard Distribution List (CG-131) for all servicemembers to readily see. Many service members are unaware of the many efforts and changes already made to integrate women into the Coast Guard ranks.

The survey made suggested changing the attitudes of males about women in the Coast Guard as the next priority for Headquarters. This will not be easily done but through greater internal dissemination of information describing the equality of various programs, in laymen terms that will be both read and understood, many attitudes will change by simply understanding more about, and the acceptance of, the women.

Over emphasis can easily have the negative results of too much attention given to the women causing resentment by the men.. Most women want recognition for their accomplishments and work, and not press coverage of their genetic differences from the "norm". Too much press coverage of the women's integration, and too many survey's similar to this one (although this survey seemed to be well received by both sexes but particularly by the women--all four descending opinions were from women officers) can have an adverse effect on letting women become accepted for who they are rather than what they are.

More subtle means of noting women's presence and accomplishments can be made. For example, use of first names vice initials on advancement lists, and acknowledging a duty boat crew's efforts by rate, first, and last names rather than simply rate and last name, can be done.

Supervisors, particularly commanding officers, who are unsupportive and negative toward equal rights for women should be counselled and/or removed from their position of influencing the attitudes of others.

Likewise, supervisors who recognize, for example, a woman member who's approach to leadership or her job is harming women's cause should not permit them to continue, as their attitude imposes anti-women attitudes among the men. There appeared to be sufficient mention of women officers being overly militant in their approach to their leadership position and they should look at the environmental effects they may be imposing on their female shipmates.

Training women to cope with a male dominated Coast Guard was considered the next priority. Except for possibly some "rap session" or other seminar type indoctrination at recruit training, the task was acknowledged as nearly impossible and not too feasible. Much of the same effects could be produced through assignment of greater numbers of women to a given unit. Isolation and loneliness was a commonly described problem for the women, and with other women available with which to associate, most of the "coping" will become unnecessary and the training to that effect will be through mutual experiences.

With certain isolated exceptions, recruit training apparently being one of them, concern over sexual misconduct is considered unfounded. Some instances are certain to arise but they should be dealt with on their individual merits. The closeness of shipboard life and duration of extended cruises will most likely produce the most serious problems to be found, but by assignment of adequate numbers of women, and with a mature attitude toward regulation of shipboard life, sexual misconduct will prove to be a minor and isolated problem.

B. PROBLEMS FOR LOCAL UNIT SUPERVISOR'S ATTENTION

Differences in treatment and discipline between what applied to men and women was considered to be the most serious problem to be addressed

by commanding officers and other supervisors. Overlooking application of regulations to women, either through ignorance of the regulation or through conscious or unconscious omission, is easily recognized by the crewmen and attitudes and resentments are formed. Overly stringent enforcement to only one sex is also more easily recognized by the crew than by the supervisors. Some ratings are more sensitive to integration of their ranks, especially those that perceive women as a threat to their shore rotational abilities, and those shops may require closer monitoring to insure equal opportunities and treatment are being provided both sexes.

The use of first names of the women, but not the men, is considered one of the most damaging things done by officers and supervisors and builds resentment in the enlisted men, and a sense of uneasiness in many of the enlisted women. Treating women the same as their male contemporaries is extremely important.

The problem of women's lesser physical strength is acknowledged by both sexes. The men considered it a serious liability in some areas such as helicopter flight crews and in many of the duties required of engineering ratings. Women suggested minimum strength standards to be included in the practical factors for a rate and applied to both sexes. If a woman was strong enough to perform the duties, she should be allowed in that rate. And, if a man could not pass the strength minimums, he should be denied access to the rate. The female sex is noted throughout history as compensating for their lack of physical strength with endurance. (How many days can a young father do housework and raise young children before he collapses from exhaustion, and yet young mothers seem to endure day after day.)

The problem of toilet and shower facilities and berthing areas has been recognized by the women to be less of a local problem as it is one for Headquarters attention. But much can be done locally. Doubling up men in rooms while giving women a room to themselves is harmful to the men's morale. Providing quarters for men and not women, or giving women options not available to the men, is damaging morale and receptive attitudes at some units. Failing to provide bathroom facilities is unfair, and retaining of officer/enlisted bathrooms vice men/women is snobbishly outdated. Treatment of women servicemen as "visitors" is demeaning and demoralizing.

Problems of distraction of the sexes by each other's presence is at worst isolated incidents by specific individuals, and most likely is little or no problem. As more and more women enter the service, the novelty will quickly diminish and the problem will relegate itself to negligible.

Wives of male Coast Guardsmen are less of a problem than imagined and warrant little attention by Coast Guard officials. Perhaps extended deployments on sexually integrated ships or on isolated duty stations may create concern by some wives, but it is still too soon to get an accurate indication.

C. FURTHER STUDY

It is recommended that future studies on the subject of women in the Coast Guard included greater input from the women themselves. It was feared, upon initiating this survey, that the women had been bombarded with questionnaires and interviews and that they would find it tedious to respond to another. Apparently the reverse was true. Numerous respondents stated that *it was the first time their opinion had ever been*

sought and they welcomed the opportunity to express themselves. Several gave their names and duty stations and offered to clarify or further elaborate on any questions. Nearly every questionnaire returned by the women was filled margin to margin with comments and examples. The feeling was strong that the decisions being made in their behalf did not include input or representation from their female peers, and that the male policymakers were relying too much on guess work and/or the opinions of inexperienced women officers assigned to Headquarters offices.

Development of a policy concerning the minimum numbers of women to assign particular units should be started. Small units, in particular, should receive priority in maintaining an adequate number of women to avoid the problems of isolation from other women, receipt of special treatment, and not fitting into the unit's crew.

Attitudinal surveys of the crews of those ships presently embarking women should be done to note the changes that result from these experiences and use these results to avoid problem areas and to reinforce positive developments for use in integrating other units. Ideally, the same crewmen should have been surveyed before the beginning of the integration program, and again later after adjustments have been made. The same results, although not quite as accurate, can be attained by conducted an attitudinal survey of the male crewmen of like ships with and without a sexually integrated crew. It may be beneficial to study the crewmen while they are undergoing the adjustments as well as after the problems have largely subsided and the women have settled in as part of the crew.

Caution must be taken in any "active" studies made to avoid as much as possible contributing to the feelings that the women are receiving

special attention, as this bruises the egos of the males, many of which already feel threatened by the unknown, and would build even more resentment and adjustment problems than if no studies were done.

"Passive" studies of differences in discipline, advancement rates and opportunities, and comparisons of re-enlistment trends and reasons between men and women may provide valuable information for policy determination.

D. STUDIES AND RECOMMENDED GENERAL READING

Studies have little value unless the information is properly disseminated, and the results of most studies concerning women in the Coast Guard are needed by field managers in operating units, marine safety offices, and district offices. Use of Navy Times and The Bulletin of the Coast Guard Academy are excellent indirect mediums for informally passing on results. Both have wide readership and avoid the bias or special treatment stigma of official notices.

A candid article by Bella Stumbo, staff writer for the Los Angeles Times, printed 27 November 1977, describes her observations while riding the Coast Guard Cutter MORGENTHAU on its first extended cruise with women crewmen aboard. The article has been sent to The Bulletin and, if copyright agreements can be reached, the article will be reprinted.

Strongly recommended for every lounge and magazine rack is a pamphlet compiled by Celia Hoke for the Assistant Secretary of Defense (Public Affairs). Women in the Armed Forces is available through the Department of Defense, Washington, D.C. 20301, and provides general knowledge that would lead to a greater understanding and appreciation of the historical role women have played.

Patricia Thomas of the Naval Personnel Research and Development Center (NPRDS), San Diego, California 92152, reviews the status of American military women and the effects recent changes in Navy policy has had on their utilization and makes comparisons with women in the Israeli Defense Force. This 20 page Technical Note 76-7 is most informative and also makes good general reading for supervisors and crewmen alike, and copies are recommended for units with women, soon to integrate, or with interest or concern about the issue of integration of women into the service.

APPENDIX A. Abbreviations, acronyms, and other terms used:

RANKS:

CAPT	- Captain (O-6)
CDR	- Commander (O-5)
LCDR	- Lieutenant commander (O-4)
LT	- Lieutenant (O-3)
LTJG	- Lieutenant junior grade (O-2)
ENS	- Ensign (O-1)
CWO	- Chief Warrant Officer
CPO	- Chief Petty Officer (E-7 thru E-9)
petty officer	- E-4 thru E-6
non-rated	- E-1 thru E-3

RATINGS:

AD	- aviation machinist's mate
AE	- aviation electrician's mate
AM	- aviation structural mechanic
AT	- aviation electronics technician
BM	- boatswain's mate
DC	- damage controlman
DT	- dental technician
EM	- electrician's mate
ET	- electronics technician
FT	- fire control technician
GM	- gunner's mate
HM	- hospital corpsman
MK	- machinery technician
PA	- photo journalist
QM	- quartermaster
RD	- radarman
RM	- radioman
SA	- seaman apprentice (E-2)
SK	- storekeeper
SN	- seaman (E-3)
SS	- subsistence specialist
TT	- telephone technician
YN	- yeoman

OTHERS:

AWOL	- away without leave
BAQ	- basic allowance for quarters
B.O.	- body odor
booked	- placed on conduct report for discipline
C-section	- Cesarean operation
CG	- Coast Guard
CO	- commanding officer
G.I.	- member or former member of US armed forces
Group	- shore unit normally responsible for dispatching rescue units, maintaining navigation aids, and monitoring or cleaning up pollution of coastal waters
mast	- commanding officer's non-judicial punishment
OCS	- officer candidate school
P.A.	- public address system
rehab	- rehabilitate
re-up	- re-enlist for another term
XO	- executive officer; next in command to CO

APPENDIX B. Questionnaire Sent to All Coast Guard Women

Greetings:

This survey is being conducted as part of my thesis at the Naval Post-graduate School. The results of this survey will be forwarded to Coast Guard Headquarters.

I am not asked who you are, and no attempt will be made to identify anyone's questionnaire. I am interested only in what you have to say, and will report back only group answers. The background information will be used to help me computer code your answers to Part III, and draw profiles, such as "women under age 32 think..." etc.

Please take the time to fill these out and return them, in the envelope provided, as soon as possible.

This survey is to determine how men and women in the Coast Guard see various possible problem areas. Part I asks you to indicate how big a problem you think things are. Part II asks you to rank order problem areas as you see them. Part III gives you the chance to speak your mind and include items not otherwise noted.

Thank you very much for your time and assistance.

T. W. SINCLAIR

BACKGROUND

Rank/Rate _____

Age _____

Married/Single _____

Total years of school _____

How entered Coast Guard _____
(OCS, enlistment, service transfer, direct commission, etc.)

Original length of required duty _____

Time in Coast Guard _____

Time in Service, if different _____

Is this your first enlistment? _____; if not which? _____

Do you presently plan to extend? _____; how long? _____

Do you supervise enlisted women? _____; how many? _____

Do you supervise enlisted men? _____; how many? _____

Have you served, or are you now serving at an operational unit (ship, boat station, loran station, air station, Group, etc.) for over 3 months, or have you been mostly at Headquarters, District Offices, Marine Safety Offices, etc.? _____

PART I

Use the answer scale provided to answer the question.

0 = no problem

1 = minor problem that will resolve itself

2 = problem that can be resolved by attention from the CO/XO

3 = problem that must be solved by the CO to prevent reduction in unit morale and efficiency

4 = important problem that Headquarters should be working on

5 = very important problem that requires much attention and action by Headquarters

TO WHAT EXTENT DO YOU SEE THESE AREAS AS PROBLEMS?

1. Women's ability to perform in all roles of Coast Guard work. _____
2. Co-worker's acceptance of women as working equals. _____
3. Subordinate's acceptance of women as their supervisors or leaders. _____
4. The public's acceptance of women in positions where they have normally dealt with men (such as boating safety officers, boarding officers, marine inspection officers). _____
5. Women's opportunities for advancement. _____
6. Women's opportunities for command or officer-in-charge positions. _____
7. Familiarity between women Officers and women enlisted (big sister syndrome). _____
8. Familiarity between male Officers and female enlisted. _____
9. Familiarity between male enlisted and women Officers. _____
10. Equal treatment in housing/berthing assignments. _____
11. Duty night and watchstander berthing. _____

12. Resentment by male co-workers of women joining their ranks. _____
13. Differences in uniforms (and their storage/cleaning needs) between those required for men and those required for women. _____
14. Availability of uniform items. _____
15. Rules preventing applying the "feminine touch" to barracks rooms. _____
16. Pressures on males from their wives about serving with women at sea, extended flights, or isolated duty. _____
17. Double standard perceived in haircuts and grooming standards. _____
18. Shipboard facilities not suitable for women. _____
19. Boat facilities not suitable for women. _____
20. Aircraft facilities not suitable for women. _____
21. Opportunities for social life for women restricted by work assignment. _____

PART II

RANK THE PROBLEMS MENTIONED IN THE ORDER AS YOU SEE THEM:

A. The Commandant should apply Headquarter's energies on the issue of women in the Coast Guard toward the problems of:

priority
number

- _____ Changing attitudes of males about women in the Coast Guard
- _____ Changing living facilities at existing units
- _____ Insuring equal job opportunities
- _____ Publishing a set of special instructions for women members
- _____ Training women to cope with a male dominated Coast Guard
- _____ Sexual misconduct
- _____ Other:

B. What rates are filled by women, at your present unit?

Problems that exist for the women, or would exist if women were assigned, at your present duty station are: (#1 is the greatest problem, etc.)

problem
number

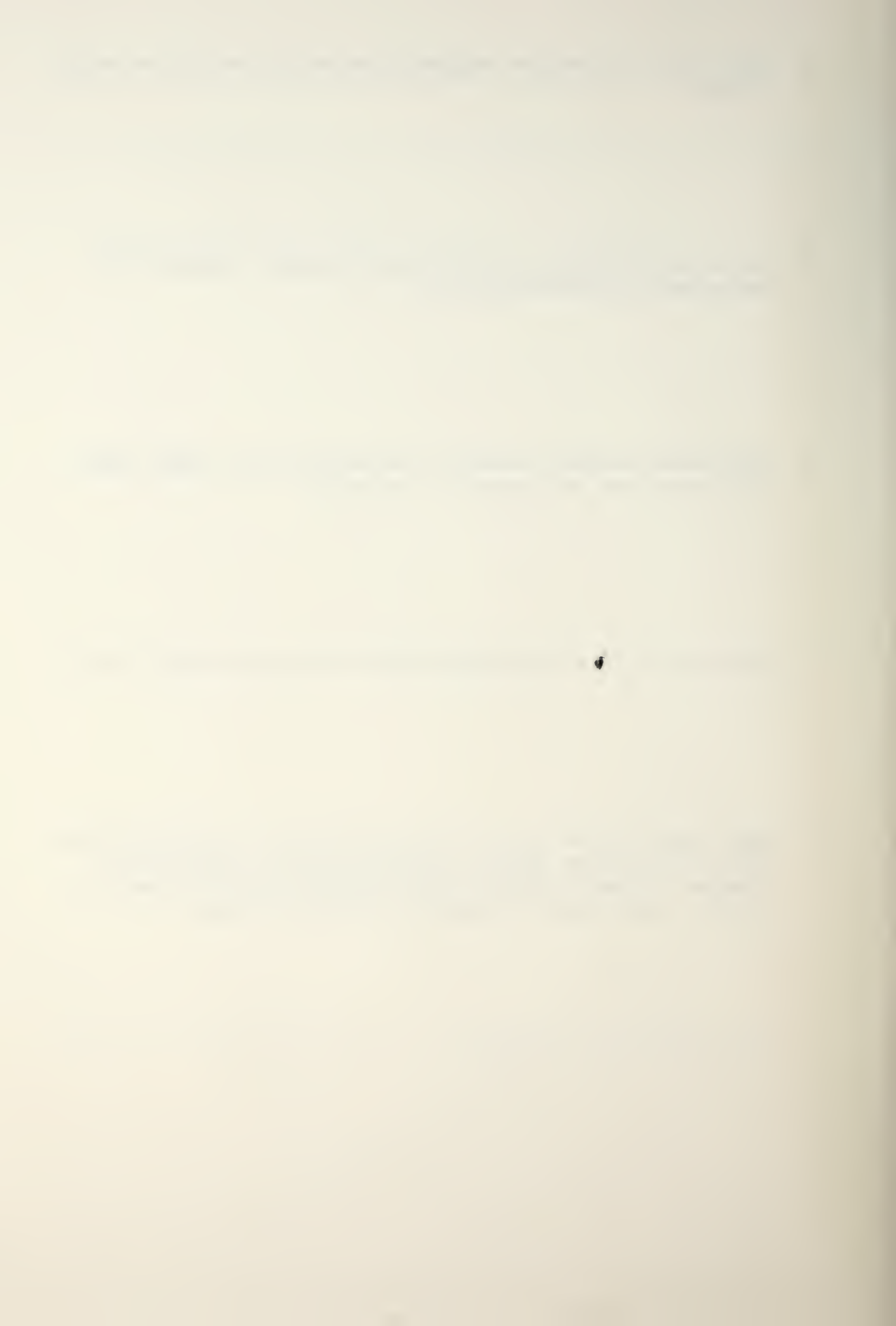
- _____ Attitudes of the men concerning the women
- _____ Toilet and shower facilities
- _____ Opposite sexes distracting each other from work
- _____ Women's physical strength
- _____ Supervisors disciplining women differently from men
- _____ Work assignments for women
- _____ CO's support in equal opportunity for women
- _____ Special treatment received by women
- _____ Getting uniform items
- _____ Wives of male co-workers
- _____ Other:
- _____ Other:

PART III

QUESTIONS: SPEAK YOUR MIND AND FEEL FREE TO BRING UP ANY OTHER PROBLEMS OR COMMENTS YOU WISH. ADD ALL THE PAGES YOU NEED.

1. How fair do you feel your work assignments have been as compared to men in the same billet level as you? If you get better or worse treatment, give specific examples.
2. How do you see your advancement opportunities, as compared to the men?
3. How do you think the men feel about you?
4. What kind of treatment do you receive from the male Officers?
From the female Officers?
5. What items should be stocked in the ship's store or exchange that are not presently carried?

6. What kind of distraction problems have you had working surrounded by men?
7. Do you think you are a distraction to the men? How have you encouraged or discouraged this?
8. Describe differences in discipline given to you or other female Coast Guardsmen, as compared to the males.
9. How has your time in the Coast Guard affected your social life?
10. What changes in the physical facilities at your unit do you think needs to be done to better accommodate women? Besides major changes, are there simple changes that could easily be made but haven't? What simple changes have already been made?



11. Why did you enter the Coast Guard?
12. Do your supervisors think of you as career oriented or temporary help? How have they given you that impression? Are you career oriented? What efforts, if any, are made to make you more career oriented? Are these efforts any different for the men?
13. What should the Coast Guard do if you should decide to have children but wish to maintain a career? Should you be able to take an extended leave-of-absence? Maternity leave only? Have to work throughout most of your pregnancy? Should men have leave-of-absence rights too?
14. What roles in the Coast Guard are there that women cannot or should not fill? Why not?

15. Is the Coast Guard moving as fast as it can in the bureaucratic system to open all job opportunities to women? What suggestions do you have?

16. What geographical differences have you noticed in your being accepted or rejected by the people in your unit (or the public ashore) as a woman in the Coast Guard? Be careful to keep your observations based on broad generalities and not on specific individuals. (one New Yorker is not all New Yorkers)

17. Why should women be ordered to sea duty the same as men? Would you accept orders to icebreaker duty (6 month cruise)? Would you still have joined the Coast Guard if you knew you would be ordered to sea?

APPENDIX C. Questionnaire Sent to Sample of Coast Guard Men

Greetings:

This survey is being conducted as part of my thesis at the Naval Postgraduate School. The results of this survey will be forwarded to Coast Guard Headquarters.

I am not asking who you are, and no attempt will be made to identify anyone's questionnaire. I am interested only in what you have to say, and will report back only group answers. The background information will be used to help me computer code your answers to Part III, and draw profiles, such as "women under age 32 think..." etc.

Please take the time to fill these out and return them, in the envelope provided, as soon as possible.

This survey is to determine how men and women in the Coast Guard see various possible problem areas. Part I asks you to indicate how big a problem you think things are. Part II asks you to rank order problem areas as you see them. Part III gives you the chance to speak your mind and include items not otherwise noted.

Thank you very much for your time and assistance.

T. W. SINCLAIR

BACKGROUND

Rank/Rate _____

Age _____

Married/Single _____

Total years of school _____

How entered Coast Guard _____

(OCS, enlistment, service transfer, direct commission, etc.)

Original length of required duty _____

Time in Coast Guard _____

Time in Service, if different _____

Is this your first enlistment? _____, if not which? _____

Do you presently plan to extend? _____, how long? _____

Do you supervise enlisted women? _____, how many? _____

Do you supervise enlisted men? _____, how many? _____

Have you served, or are you now serving at an operational unit (ship, boat station, loran station, air station, Group, etc.) for over 3 months, or have you been mostly at Headquarters, District Offices, Marine Safety Offices, etc.? _____

PART I

Use the answer scale provided to answer the question.

0 = no problem

1 = minor problem that will resolve itself

2 = problem that can be resolved by attention from the CO/XO

3 = problem that must be solved by the CO to prevent reduction
in unit morale and efficiency

4 = important problem that Headquarters should be working on

5 = very important problem that requires much attention and
action by Headquarters

TO WHAT EXTENT DO YOU SEE THESE AREAS AS PROBLEMS?

1. Women's ability to perform in all roles of Coast Guard work. _____
2. Co-worker's acceptance of women as working equals. _____
3. Subordinate's acceptance of women as their supervisors
or leaders. _____
4. The public's acceptance of women in positions where they
have normally dealt with men (such as boating safety officers,
boarding officers, marine inspection officers). _____
5. Women's opportunities for advancement. _____
6. Women's opportunities for command or officer-in-charge
positions. _____
7. Familiarity between women officers and women enlisted
(big sister syndrome). _____
8. Familiarity between male Officers and female enlisted. _____
9. Familiarity between male enlisted and women Officers. _____
10. Equal treatment in housing/berthing assignments. _____
11. Duty night and watchstander berthing. _____

12. Resentment by male co-workers of women joining their ranks. _____
13. Differences in uniforms (and their storage/cleaning needs) between those required for men and those required for women. _____
14. Availability of uniform items. _____
15. Rules preventing applying the "feminine touch" to barracks rooms. _____
16. Pressures on males from their wives about serving with women at sea, extended flights, or isolated duty. _____
17. Double standard perceived in haircuts and grooming standards. _____
18. Shipboard facilities not suitable for women. _____
19. Boat facilities not suitable for women. _____
20. Aircraft facilities not suitable for women. _____
21. Opportunities for social life for women restricted by work assignment. _____

PART II

RANK THE PROBLEMS MENTIONED IN THE ORDER AS YOU SEE THEM:

A. The Commanding should apply Headquarter's energies on the issue of women in the Coast Guard toward the problems of:

priority
number

- _____ Changing attitudes of males about women in the Coast Guard
- _____ Changing living facilities at existing units
- _____ Insuring equal job opportunities
- _____ Publishing a set of special instructions for women members
- _____ Training women to cope with a male dominated Coast Guard
- _____ Sexual misconduct
- _____ Other:

B. What rates are filled by women, at your present unit?

Problems that exist for the women, or would exist if women were assigned, at your present duty station are: (#1 is the greatest problem, etc.)

problem
number

- _____ Attitudes of the men concerning the women
- _____ Toilet and shower facilities
- _____ Opposite sexes distracting each other from work
- _____ Women's physical strength
- _____ Supervisors disciplining women differently from men
- _____ Work assignments for women
- _____ CO's support in equal opportunity for women
- _____ Special treatment received by women
- _____ Getting uniform items
- _____ Wives of male co-workers
- _____ Other:
- _____ Other:

PART III

QUESTIONS. SPEAK YOUR MIND AND FEEL FREE TO BRING UP ANY OTHER PROBLEMS OR COMMENTS YOU WISH. ADD ALL THE PAGES YOU NEED.

1. How fair do you feel your work assignments have been as compared to women in the same billet level as you? If you get better or worse treatment, give specific examples.
2. How do you see your advancement opportunities, as compared to the women?
3. What kind of treatment do you receive from the female Officers?
From the male Officers?
4. What kind of distraction problems have you had working with a woman around?
5. How have the women discouraged or encouraged distracting men from their work?
6. Describe differences in discipline given to you or other male Coast Guardsmen, as compared to the females.

- 98

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